Guided Pathways Updates Scale of Adoption Successes Reported Guided Pathways 2.0 - Math Pathways

Merritt College Spring Planning Summit
May 6, 2022

Feather Ives, Jason Holloway, Jamila Saleh, Maria Spencer Monica Ambalal, Lisa Webb, Henry Mai, & Irving Chin

Agenda

- Campuswide Cross-functional taskforces focused on specific actions
- Increase Student Career-focused Employment
- Areas of Interest Update
- Scale of Adoption Success Story Reports
 - Merritt Faculty Equity Training
 - CARE Team
 - Dual Enrollment Onboarding
- Guided Pathways 2.0
 - Math Equity
 - Cross-functional Trust and Teambuilding
 - Basic Needs Taskforce
 - Professional Development



Cross-functional campus taskforces - Faculty participation needed

- HyFlex Classroom -
 - Monica Ambalal (district) and Glenn Van Straatum (locally)
 - Distance Education + Technology
- Basic Needs
 - Jamila Saleh and Doris Hankins
- Dual Enrollment Matriculation
 - Feather Ives and Dean Ree'sheemah Thornton
- Application to Enrollment Pipeline
 - Dr. Lilia Chavez
- Communication to Students
 - Doris Hankins

Interested in joining any of these taskforces, please contact the taskforce coordinator

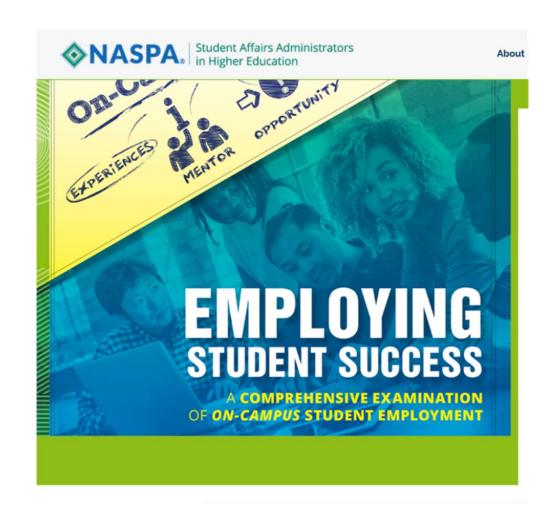
Participatory Governance Participation please contact Tom Renbarger.



Employing Students in their Career Area of Interest – Guided Pathways Pillar 4

- Increases Retention
- Allows them to quit one job not aligned with their goals
- Commits them to the campus as one of their jobs is tied to enrollment
 - Minimum 6 units requirement was dropped
- Expand our experiential learning opportunities
- Some examples:
 - Food systems students maintaining the food pantry or joining the basic needs task force.
 - Math and accounting students working in financial aid
 - Computer science students working with our webmaster and technology team

https://www.naspa.org/project/studentemployment-national-research-study



Areas of Interest Update





https://www.merritt.edu/areas-of-interest/



Scale of Adoption Assessment Success Story Reporting





Faculty Equity Training



Streamlined Dual Enrollment Process



CARE Team Implementation

Faculty Equity Training – Peralta Online Equity Rubric Training

Initiative: Paid Peralta Equity Rubric Trainings Using Guided Pathways Funds

Goal: 35 faculty trained during the 2021-2022 academic year

- 28 Faculty completed the training in 2 cohorts July 2021 and Dec 2021
- Breakdown by Division
 - Division 1: 15 faculty
 - Division 2: 12 faculty
 - Division 3: 1 faculty
- Breakdown by Department
 - Child Development 6 faculty
 - English and ESOL 5 faculty
 - Technology/CIS 5 faculty
 - Biology 3 faculty
 - Business 3 faculty
 - 1 each Anthropology, Music, Sociology, Bioscience, EDT, Ethnic Studies, Environmental Management & Technology

Part-time and Full-time

- 9 Full-time Faculty
- 19 Part-time Faculty

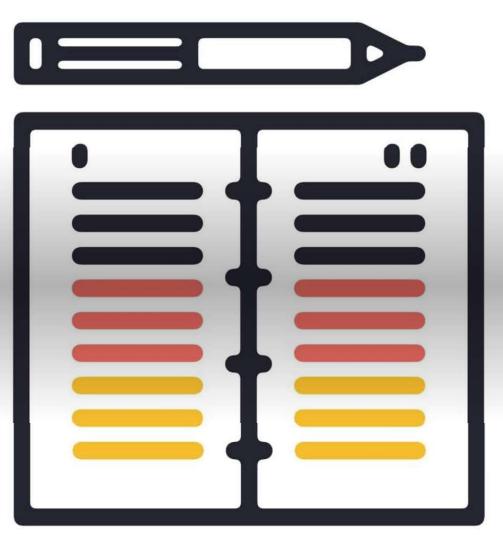
Overall, over 45 faculty have completed the training either locally or with the district and they come from Math, Bioscience, Natural History, HLTOC, Library Arts and Social Science, MEDAS, Music, Nutrition and Psychology

Next Steps: Align more classes or modules to the rubric. Paid.

Faculty Equity Training – Open for Anti-Racism (OFAR) Training

Dual Enrollment Streamlined Onboarding

- Five Step Process Implemented
- New Website





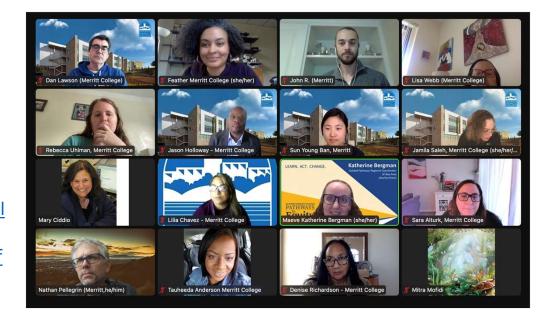
Guided Pathways Round 2 – Math Pathways

Goals for the Project

- Address Basic Needs
- · Cross-functional Trust and Team Building
- Professional Development
- Increase retention and success rates in math classes
- The Working Document:

https://docs.google.com/presentation/d/1iTqDIEMTNI jDNT-

tIHfqKjxJM5Ybi1xg6z7lyjvMEHk/edit#slide=id.g124d2f e1a9f 0 778



Guided Pathways Round 2 – Math Pathways

Meeting Norms

Place a gold star next to the norms you want to honor during today's convening.

Acknowledge one another as equals.

Share authentically and be radically honest.

Slow down so we have time to think and reflect.

Actively listen and stay curious about each other and the individual paths that brought us together.

Recognize that no one knows everything, but together we know a lot.

What is said in here. stays in here. What is learned here, leaves here.

Practice self-awareness. Be generous with each other and mindful of your impact on others.































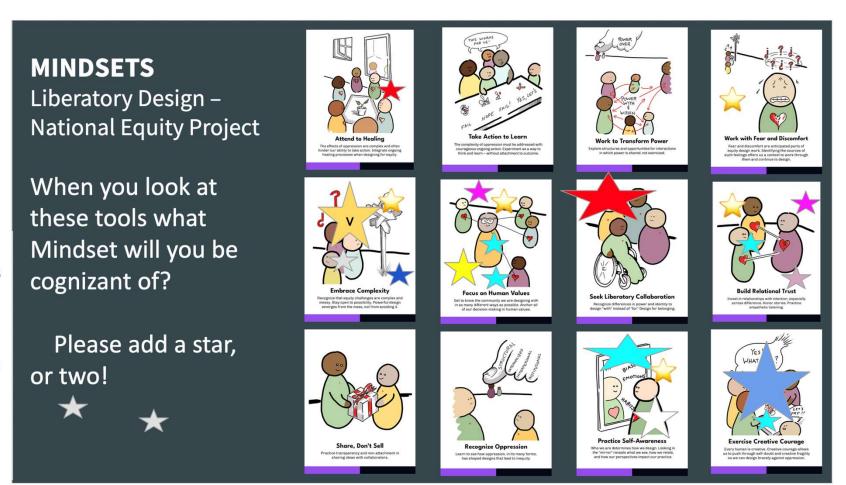




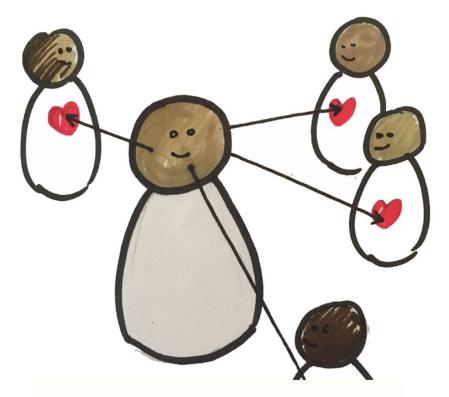
Cross-Functional Trust and Teambuilding

Areas the team identified:

- Focus on Human Values
- Build Relational Trust
 - · Attend to Healing
- Embrace Complexity
- Practice Self-Awareness
- Exercise Creative Courage
- Work with fear and discomfort



https://static1.squarespace.com/static/5e32157bff63c7446f3f1529/t/5f173f25ed01e6413efd3c3c/1595359 028119/Liberatory-Design-Mindsets.pdf



Focus on Human Values

Seek as many ways as possible to get to know your end users including immersion, observation, and co-design.

Focus on Human Values

Why?

In order to create change that empowers communities from the inside-out, we must place users at the center of all our work. They are the experts on the challenges that face their community.

To do this as designers, we must invest in getting to know the community and honor the stories they share with us.

In addition, we must honor human values on our own design teams and make time for emotions.

- Listen from a place of love. Be humble and acknowledge that you are not the expert.
- Honor the stories, experiences, and emotions people share with you.
- Stay connected to the community in all phases of the project.
- Engage in collective sense-making.



Build Relational Trust

Intentionally invest in relationships, especially across difference. Honor stories and listen for emotions.

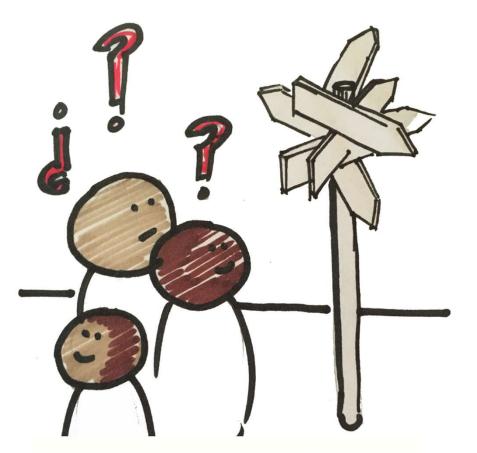
Build Relational Trust

Why?

Relational trust is the glue in equity-centered design work. When working across difference on difficult challenges, teams must invest in developing emotional trust in order to authentically collaborate.

If we are comfortable identifying and processing emotions with our team, we create opportunities for healing and prevent distortion of our work.

- Enable personal connections through pairshares (people share what matters to them).
- Make time and space for people to bring forward their fuller selves and identities.
- Emphasize the importance of non-judgmental listening.
- Hold space for community to reflect, express and process thoughts and emotions.
- Create culture that invites dialogue.



Embrace Complexity

When the going gets messy, stay open to possibility. Powerful design emerges from the mess, not from avoiding it.

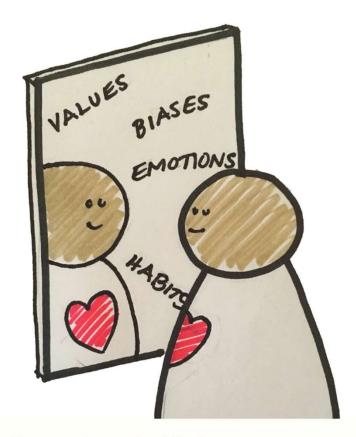
Embrace Complexity Why?

Equity challenges, by their nature, are complex, and moments of ambiguity are common when using the design process.

While it can be uncomfortable not knowing what's next or not having a clear answer, jumping to a solution out of discomfort risks defaulting to comfortable or reproductive practices.

Wading through the complexity and ambiguity of this kind of work with patience will allow you to develop more innovative and equitable outcomes.

- Acknowledge the confusion and discomfort of the uncertainty present in your work.
- Find ways to care for the team and yourself as you wade through the uncertainty.
- Welcome diversity of discourse even when it can feel complicating.



Practice Self-Awareness

We design from who we are. So we need a clear "mirror" to better see how who we are shapes what we see, how we relate, and how we design.

Practice Self-Awareness

Why?

Liberatory Design requires we minimize the harmful effects of our blind spots and maximize the potential for non-oppressive partnerships. Liberatory Design has the potential to change us to the extent we work with humility, curiosity and courage.

- Ask yourself, "How am I positioned (relative to privilege and/or oppression) in all aspects of my identities (e.g. race, class, gender, language)?"
- Ask yourself, "How might these identities impact people and our process?"
- Surface what you don't know. Ask yourself,
 "What is unfamiliar to me here?"
- Challenge your assumptions.
- Expand your equity consciousness by seeking out new information about privilege and oppression.



Exercise Your Creative Courage

Every human has the capacity to be creative. Before there is confidence, there is the courage required to navigate self-doubt and creative fragility.

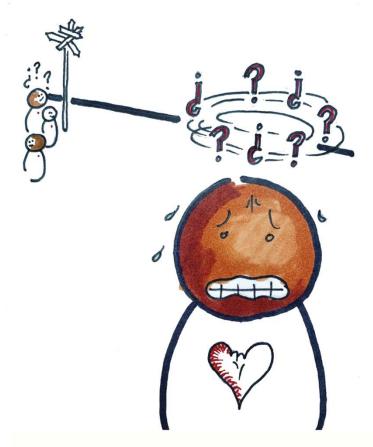
Exercise Your Creative Courage

Why?

We believe that everyone is creative. Further, we believe all humans are designers, intentionally or not. Status quo culture tells us only a select few are born creative and others of us are not, nor will ever be.

Creativity is fundamental to equity and liberation. We need to imagine possibilities beyond the confines of dominant culture. And, since joy, connection and healing flow from creative experiences, we must make creative expression part of our collaborative processes.

- Collectively define what design or creativity means (looks like, feels like, lives like) to your organization/team.
- Invite wild ideas and celebrate the mistakes that come with actually trying them, publicly.
- Notice and affirm creative moves by your collaborators.
- Leadership models creative approaches to a problem.
- Listen with a curious heart, not critical. The results will astound you.



Work with Our Fear and Discomfort

Fear and discomfort are an anticipated part of this work. This includes feelings related to the situation, as well as what it brings up for you as a designer given who you are. Identifying sources of the fear and discomfort allows us to advance our design work if good or address it if harmful.

Work with Our Fear and Discomfort

Why?

Working in emergent ways on high-stakes challenges of inequity can be stressful. The fear and discomfort we feel is an anticipated part of the Liberatory Design process. It signals to us that there are aspects of our work that are unresolved.

Note, there is a difference between discomfort that arises from the complexity of the challenge and its unknown direction and the discomfort that arises from inequitable dynamics or structures. The first can be a source of growth and creativity while the latter can be destructive and should be addressed. Refer to "Attend to Healing" in that case to release emotions and work towards well-being.

- Give space to process and accept that it is present.
- Name the fear or discomfort and discuss what the sources of it might be: lack of clarity? How we're working? A conflict?
- Establish protocols for how to name fear and discomfort and explore their sources as a team.
- Reflect on why it's occurring and if it's a productive moment of fear/ discomfort or if it's becoming unproductive and we need to alleviate it.



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CAREER COLUMN | 14 April 2022

Time to re-think the divide between academic and support staff

Research professionals should not be split into two categories, say Marta Teperek, Maria Cruz and Danny Kingsley.

Marta Teperek, Maria Cruz & Danny Kingsley







"We have come to see the sharp distinction between 'academics' and 'support staff' as a barrier to effective research because it discourages a culture of collaboration and appreciation of a diversity of roles and contributions."

https://www.nature.com/articles/d41586-022-01081-8

A Vision for Merritt's Basic Needs Center

Funding for a Basic Needs Coordinator and a Basic Needs Center and Peer-to-Peer Support

Centralized Services for referrals to:

- Housing
- **Food Security**
- Auto-screen for CalFresh Eligibility
- Food Pantry for Merritt in the community
- Free Meal Programming
- Mental Health
- Bus Passes, More Bus Lines Up the Hill
- Shuttle Services up the hill?
- **Childcare Resources**
- Time Management
- **Technology Support**
- ...and more







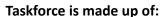












- Classified professionals from all support areas and technology
- Faculty from Sociology, Urban Agroecology, Child Development, Nutrition
- Administrators IR and Student Activities
- Technology Student and many more are wanted for paid work









June 7 primary election Looking for a free COVID test? School closures - full coverage

HOUSING & HOMELESSNESS

y () ()

Homeless youth tell Oakland officials to take action

At a City Council hearing, young people told harrowing and triumphant personal stories and asked for more resources.







Professional Development!

- Regional Report on Math Results Fall 2022
- Online Equity Rubric Training
- Social Emotional Learning Teaching Training
- HyFlex Classroom
- More...

