Who am I?
Literature Review

• Latinx Report – Campaign for College Opportunity

• Black Californians Report – Campaign for College Opportunity

• Reclaiming Racial Justice - Estela Bensimon

• Racial Funding Gap

$23 BILLION
Equity Strategy #1: Placement Practices
Placement → Completion

- **MATH B70**: 12% Throughput, 50% Percent placed
- **MATH B65**: 21% Throughput, 9% Percent placed
- **MATH B1A**: 39% Throughput, 8% Percent placed
- **MATH B22**: 42% Throughput, 26% Percent placed
- **MATH B4A**: 63% Throughput, 1% Percent placed
- **PSYC B5**: 88% Throughput, 7% Percent placed
Placement is an equity issue

Many more BC students of color are placed into the remediation levels with the lowest throughput

<table>
<thead>
<tr>
<th>Level</th>
<th>Overall Average Throughput</th>
<th>African American &amp; Hispanic Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transfer-level (ENGL B1A)</td>
<td>59%</td>
<td>49%</td>
</tr>
<tr>
<td>One-level below</td>
<td>59%</td>
<td>33%</td>
</tr>
<tr>
<td>Two+ levels below</td>
<td>72%</td>
<td>18%</td>
</tr>
</tbody>
</table>

*Data provided by the BC Office of Institutional Effectiveness*
Throughput by Race: African American Students

BC English Throughput Rates: African American Students

<table>
<thead>
<tr>
<th>GPA Range</th>
<th>Transfer-Level</th>
<th>One-Level Below</th>
</tr>
</thead>
<tbody>
<tr>
<td>HS GPA &gt; 2.6</td>
<td>69%</td>
<td>59%</td>
</tr>
<tr>
<td>HS GPA 1.9 to 2.599</td>
<td>46%</td>
<td>37%</td>
</tr>
<tr>
<td>HS GPA &lt; 1.9</td>
<td>27%</td>
<td>13%</td>
</tr>
</tbody>
</table>

% = BC Overall Throughput

*Data provided by the BC Office of Institutional Effectiveness*
Closing Equity Gaps

Transfer-Level English in 1st Year

- 2014-15: 29% All Students, 14% African American/Black
- 2015-16: 30% All Students, 24% African American/Black
- 2016-17: 39% All Students, 44% African American/Black
Equity Strategy #2:
Transfer Pathways
Closing the Latinx ADT Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Latinx</th>
<th>Overall</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>172</td>
<td>61.6%</td>
</tr>
<tr>
<td>2015-16</td>
<td>303</td>
<td>61.7%</td>
</tr>
<tr>
<td>2016-17</td>
<td>493</td>
<td>64.7%</td>
</tr>
<tr>
<td>2017-18</td>
<td>824</td>
<td>67.4%</td>
</tr>
</tbody>
</table>
**English B1A Throughput Rates by Program**

- **Umoja ENGL B1A Throughput**: 21%
- **Non-Umoja African American students' ENGL B1A Throughput**: 9%
- **EOPS**: 22%
- **Non-EOPS**: 16%
- **Athletes**: 22%
- **Non-athletes**: 16%
Funding Formula

FTES: 60%
Supplemental: 20%
Success: 20%

Total: 100%
Estimated SCFF Value of Program Per Student

- Completion Community: $66
- Case Manager: $34
- Coach: $31

Umoja ENGL B1A Throughput

EOPS

Athletes
Equity Strategy #3: Dual Enrollment & Early College
EARLY COLLEGE:
Rates Exceed Institution-Set Standard for Course completion

69% avg.
EARLY COLLEGE: Equity Outcomes

<table>
<thead>
<tr>
<th>Year</th>
<th>African American</th>
<th>Latinx</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015-16</td>
<td>87%</td>
<td>90%</td>
</tr>
<tr>
<td>2016-17</td>
<td>88%</td>
<td>90%</td>
</tr>
<tr>
<td>2017-18</td>
<td>91%</td>
<td>90%</td>
</tr>
<tr>
<td>2018-19</td>
<td>84%</td>
<td>90%</td>
</tr>
</tbody>
</table>

52% avg. for African American
67% avg. for Latinx
Equity Strategy #4: Hiring Practices
Race: Bakersfield College / Kern County / California

- **Bakersfield College Students**
  - White: 19.70%
  - Hispanic/Latinx: 4.72%
  - African American/Black: 9.90%
  - Other: 5.00%

- **Bakersfield College Employees**
  - White: 25.00%
  - Hispanic/Latinx: 5.00%
  - African American/Black: 14.00%
  - Other: 5.00%

- **Kern County**
  - White: 33.90%
  - Hispanic/Latinx: 5.00%
  - African American/Black: 7.70%
  - Other: 5.00%

- **California**
  - White: 37%
  - Hispanic/Latinx: 39.10%
  - African American/Black: 18.40%
  - Other: 5.50%
Enrollment Trends

<table>
<thead>
<tr>
<th>Year</th>
<th>Hispanic/Latino</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-13</td>
<td>23,288</td>
<td>26%</td>
</tr>
<tr>
<td>2013-14</td>
<td>24,384</td>
<td>24%</td>
</tr>
<tr>
<td>2014-15</td>
<td>25,321</td>
<td>22%</td>
</tr>
<tr>
<td>2015-16</td>
<td>27,627</td>
<td>22%</td>
</tr>
<tr>
<td>2016-17</td>
<td>31,290</td>
<td>20%</td>
</tr>
<tr>
<td>2017-18</td>
<td>33,000</td>
<td></td>
</tr>
</tbody>
</table>

Percentage

- Hispanic/Latino: 59%, 63%, 65%, 66%, 67%
- White: 26%, 24%, 22%, 22%, 20%
## Employee Classification by Race

<table>
<thead>
<tr>
<th>Race</th>
<th>Administrator</th>
<th>Contract Faculty</th>
<th>Adjunct Faculty</th>
<th>Classified</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>9%</td>
<td>5%</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>Asian/Filipino/Pacific Islander</td>
<td>9%</td>
<td>5%</td>
<td>4%</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>30%</td>
<td>15%</td>
<td>17%</td>
<td>33%</td>
</tr>
<tr>
<td>American Indian</td>
<td>4%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>White</td>
<td>46%</td>
<td>70%</td>
<td>68%</td>
<td>41%</td>
</tr>
<tr>
<td>Race - Not Reported</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
<td>14%</td>
</tr>
<tr>
<td>Men</td>
<td>39%</td>
<td>49%</td>
<td>57%</td>
<td>34%</td>
</tr>
<tr>
<td>Women</td>
<td>61%</td>
<td>51%</td>
<td>53%</td>
<td>66%</td>
</tr>
</tbody>
</table>
Mobilizing: What can you do?

Mahatma Gandhi

Martin Luther King Jr.
Customization at Scale
Keeping Students on the Path: Completion Coaching

33,000 BC Students

1362 Arts, Humanities & Communication Students

750 Psychology Majors

75 African American Psychology Majors
Sustaining the Work
3 Sustainability Strategies

- Build A Team
- Envision The End Goal
- Benchmark successes
Questions?