Identifying Explicit Equity Gaps in Post-Secondary Education

Amal Amanda Issa
Senior Program Manager
Career Ladders Project

@AmalAmandaIssa
@clporg

Lesley Bonds,
Director, Student Success & Equity
Bakersfield College

@Lesley_Bonds
@BakCollege
#Pathway2College

Chase Fischerhall, Director
Career Ladders Project

Julian West, Director
Career Ladders Project

March 2019
Career Ladders Project promotes equity-minded community college redesign.

- We collaborate with colleges and their partners to discover, develop, and disseminate effective practices. Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

Follow us @clporg

#LinkedLearning | #LLCON2019
How many passes does the team in white make?
EVERY ORGANIZATION HAS AN EQUITY PRACTICE EVEN IF IT MEANS DOING NOTHING.
WE’VE SEEN THIS...
MAYBE WE’VE SEEN THIS ONE TOO...
WHAT ABOUT THIS ONE?

Equality

Equity
EQUITY
GO TO WWW.MENTI.COM AND USE THE CODE 32 08 2

1. Grab your phone
2. Go to www.menti.com
3. Enter the code 32 08 and vote!
EQUITY IN EDUCATION

- Using data
What have you done in the last 5 years to reduce the impact of what you’re seeing?

What choices are you making the lead to this outcome?
DUAL ENROLLMENT
ABOUT BAKERSFIELD COLLEGE

33,000 Students
80% First Generation
67% Hispanic/Latinx

#LinkedLearning | #LLCON2019
EDUCATION LEVELS: BAKERSFIELD, CALIFORNIA

- College Degree:
  - California: 38%
  - City of Bakersfield: 29%
  - Bakersfield rural areas: 9%

- Less than High School:
  - California: 19%
  - City of Bakersfield: 20%
  - Bakersfield rural areas: 52%

#LinkedLearning | #LLCON2019
ENROLLMENT TRENDS

- Hispanic/Latino:
  - 2012-13: 59%
  - 2013-14: 63%
  - 2014-15: 65%
  - 2015-16: 66%
  - 2016-17: 67%

- White:
  - 2012-13: 26%
  - 2013-14: 24%
  - 2014-15: 22%
  - 2015-16: 22%
  - 2016-17: 20%

#LinkedLearning | #LLCON2019
Average Wage Per Degree

- Less Than High School Diploma: $25K
- High School Diploma: $35K
- Some College Degree: $38K
- Associates Degree: $41K
- Bachelor's Degree: $59K
- Master's Degree: $69K
- Professional Degree: $84K
- PhD, Doctoral Degree: $89K
DUAL ENROLLMENT: FOUNDATION FOR GROWTH

Sections

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4</td>
<td>11</td>
<td>22</td>
<td>75</td>
<td>288</td>
<td>384</td>
</tr>
</tbody>
</table>

Students

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>74</td>
<td>248</td>
<td>500</td>
<td>1,710</td>
<td>5,894</td>
<td>7,102</td>
</tr>
</tbody>
</table>

#LinkedLearning | #LLCON2019
DUAL ENROLLMENT EARLY SUCCESS

<table>
<thead>
<tr>
<th>Year</th>
<th>HS - Fall</th>
<th>HS - Spring</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>77%</td>
<td>89%</td>
</tr>
<tr>
<td>2015-16</td>
<td>85%</td>
<td>91%</td>
</tr>
<tr>
<td>2016-17</td>
<td>90%</td>
<td>93%</td>
</tr>
<tr>
<td>2017-18</td>
<td>93%</td>
<td>93%</td>
</tr>
</tbody>
</table>

69% avg.
DUAL ENROLLMENT: EQUITY OUTCOMES

- African American
- Latinx

<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>67%</td>
</tr>
<tr>
<td>2016-17</td>
<td>88%</td>
<td>67%</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
SO IT WORKS, BUT HOW DO YOU TAKE IT TO SCALE?

**Bundle** dual and concurrent courses

**Schedule** evening and summer courses on HS campuses

**Add** seats to online course sections for HS students

**Advise** HS students on their pathway

**Include** HS students in college community

**Engage** partners across all constituents
HOW DO WE DEFINE EARLY COLLEGE?

Intentional scheduling of dual and concurrent enrollment opportunities for high school students so they graduate high school on a clear pathway toward:

• Associate’s degrees
• Certificates of Achievement
• College units
Early College students are more likely to enroll in college and earn a college degree.

Source: early college, Early Success: Early College High School Initiative Impact Study, American Institutes for Research, air.org
WONDERFUL ACADEMY RENEGADES CLASS OF 2018
OPT OUT VS. OPT IN

- Associate Degree for Transfer
- General Education Certificate
- Ag Business Management Certificate
- Photography Certificate
- Business Certificate
- Education Certificate
- Industrial Drawing Certificate
- Welding Certificate

#LinkedLearning | #LLCON2019
LEADERSHIP
WANT MORE INFORMATION?

https://www.bakersfieldcollege.edu/earlycollege
AFFINITY GROUPS
AFFINITY GROUPS

An Intentional Focus on Equity
BAKERSFIELD COLLEGE AFFINITY GROUPS

1. Athletes
2. African American Initiatives
3. Students with Disabilities
4. EOP&S
5. Foster Youth
6. Dreamers
7. Veterans
8. Kern Promise

Affinity Group: Population of students who have specific or equitable needs
Equity: Equity redirects resources and focus to those most in need. Where are your institutional blind spots? Consider students who may have specific needs or any bottleneck performers (EX: Veterans, AB540, African Americans, ETC).

High Expectations: Many of our students have not been expected to perform well academically, as a result many students exhibit low self-efficacy. Consider if we set high expectations, they will strive harder to meet them.

Relationships: Building relationships with students allows us to be more effective at our job. Also, consider how relationships among each other increases our ability to serve students.
DATA DIRECTED INTERACTIONS

![Bar chart showing enrollment trends from 2014-15 to 2016-17 for African American Enrollment (Summer Bridge) and African American Enrollment (EOP&S).]

- **African American Enrollment (Summer Bridge)**
  - 2014-15: 40
  - 2015-16: 60
  - 2016-17: 120
- **African American Enrollment (EOP&S)**
  - 2014-15: 20
  - 2015-16: 40
  - 2016-17: 100

![Column chart showing completion rates from Fall 2012 to Spring 2016 for First 12 unit completion rate African-American, Second semester 12 unit completion rate African-American, and 12 unit completion rate after 30 units African-Americans.]

- **First 12 unit completion rate African-American**
- **Second semester 12 unit completion rate African-American**
- **12 unit completion rate after 30 units African-Americans**
The students who need our services most do not know to come and see us; How do you seek services you do not realize you need?

Consider addressing issues with students before they do; Shift contacts from drop-ins to appointments.

Emails, Phone Calls, Text Messaging, Classroom Visits.
QUESTIONS?
CLOSING, QUESTIONS, and FEEDBACK

- Expand Your Network
  Connect with colleagues

- Provide Feedback
  Take this survey
  https://tinyurl.com/llcon2019

- Share Your Experience
  Post on Social Media

#LinkedLearning | #LLCON2019
Thank you!