Institutional Awareness to Action: Developing an Equity Minded Campus

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2019 Texas Success Center Conference
San Antonio, TX
WHERE ARE WE GOING?

The value of Diversity, Inclusion, and Equity.
The need to use DATA to guide us.
We must understand WHY we create change.
We must focus WHERE we create change.
Mission and Values

Every campus is guided by their mission and values, but often the rhetoric does not match the reality.
Community colleges are economic and cultural engines in every part of the state, vital to their communities and key to advancing the individual aspirations of students.

- Texas Success Center
Individual Diversity is more than you think

Our students reflect a variety of visible and invisible traits.
Inclusion matters

The degree to which the different voices of a diverse campus community are respected, valued, and heard. Our students want to have a sense of belonging.
equity

*ek-wi-tee, noun.*

Just and fair inclusion. An equitable *higher education institution* is one in which *all can participate and prosper*. The goals of equity must be to *create conditions* that allow all to reach their full potential. In short, *equity creates a path from hope to change*. 
DIVERSITY (noun)

INCLUSION (verb)

EQUITY (philosophy)
We must use data for **discussions** not distractions
What percentage of male students of color after 11 years from enrollment in 8th grade in 1998 to 2006 **DID NOT EARN** a college certificate or degree?

- **88%** of Latino male students
- **90%** of African American male students

http://diversity.utexas.edu/projectmales/research-digest/
Texas Community Colleges must move from Institutional Awareness and towards Institutional action to become an Equity minded Institution.
Knowing your WHY is not the only way to be successful, but it is the only way to maintain a lasting success and have a greater blend of innovation and flexibility (p.50)
WORKING IN SILOS: UNDERSTANDING THE INSTITUTIONAL LANDSCAPE

EDUCATIONAL EXPERIENCES COMMUNITY COLLEGE STUDENTS
Traditionally, colleges ask if students of color are college ready?

Instead we should ask community colleges if they ready to serve students of color?
Do we understand the *educational experiences* of our students?
WE MUST FOCUS BEYOND DEGREE COMPLETION
We must understand how these students experience this unique educational culture, especially at their initial transition into college. Educational environments are most powerful when they offer students these fundamental conditions: A feeling of inclusion and a sense of security, Engaging mechanisms for involvement, and the experience of community.

(Strange & Banning, 2015)
Academic Experiences

We must improve the cultural humility of faculty members.
We must improve how students navigate developmental education courses.
We must improve how students have access to academic and counseling support services.
Positive micromessages that recognize and validate others in positive supportive ways. They cause people to feel valued, included, motivated, confident, and encouraged. (National Partnership in Equity, NAPE).

Apparently small acts, which are often ephemeral and hard-to-see, events that are public and private, often unconscious but very effective, which occur wherever people wish to help others to succeed. (Rowe, 2008).
Know the obstacles to campus engagement
Student engagement experiences

We must address financial, food, and housing insecurities.

We must focus on academic and student affairs partnerships.

We must create opportunities for students to connect with faculty, staff, and peers.
Degree completion: The final destination?
Degree completion: understanding their journey

What does the disaggregated data reveal?

Which academic programs are successful?

What are the policy barriers?

How do we address credit transfers and articulation?
We must disrupt Institutional Complacency
Next Institutional Action Steps

Get your **disaggregated institutional data**

**Identify the shareholders for this work**

Create a new **asset-based narrative for this institutional issue**

**Identify which educational milestones to focus on**

Create **benchmarks for institutional progress**
Institutional level action occurs at the speed of trust, with open communication, shared meaning, and sustained commitment.
FROM RESEARCH TO PRACTICE

Texas Education Consortium for Male Students of Color

Project MALES
Mentoring to Achieve Latino Educational Success

ProjectMales.org
We must embrace our students of color and know their names, show them that we care, and that we want to learn their stories... A life is waiting.
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References for Texas Success Center Institute talk (April 26, 2019)

Microaggression articles


Microaffirmation articles


Campus climate
