

2021-2022 Program Review



CAN Program Review (Instructional) - Umoja (Fall 2023)

STEP 1: Annual Updates

2021-2022

Instructional & Administrative Annual Update Questions

1. Changes & Updates: Black Students Matter (BSM) Committee and Black Student Union (BSU):

In the Fall 2021, the Black Students Matter (BSM) Committee formed in order to address identified gaps in support and services for our Black students at Cañada College. The BSM Committee moved to directly address the forever-present, but more recently hyper-exposed racial justice crisis in the US (and the world) by providing much overdue and complete program for Black students. The Umoja Program presents a lasting opportunity to bring the Black Lives Matter Movement—the injustices it has laid bare, even for those who are not usually paying attention, and the change that it demands—to our campus by demonstrating that we are acknowledging the shortcomings of our past and present through building a more positive future.

That our society is steeped in racism is not new information, but the idea that something can and must be done to mitigate its effects and eradicate the structures that reinforce it has not been as clear and present in our lifetimes. It felt imperative that we examine how anti-Black racism is expressed at our college and take action to make change now while the ferment of the movement will support these efforts.

Bringing the Umoja Community to our campus (like our sister campuses) was an ideal plan to set the tone and movement of the start of a new approach to engage the college in a meaningful and timely manner that addresses an immediate need as continually exposed in our equity data. We want to move beyond business as usual rather than ignoring or not fully addressing the needs of our Black students.

Above all, we needed to ask ourselves: How are we demonstrating that Black students matter on our campus? Bringing a fully developed Umoja Program to our campus (soft launch Spring 2022/official launch Fall 2022) answered this question in a definitive and powerful way.

This important objective supports the efforts that have been made by our colleagues, thus far, to address anti-Black racism on our campus, such as the Critical Conversations, ACES' speaker series and our Anti-Racism Framework and task force.

However, we knew we needed more than conversations and speakers to ensure that our commitment to fighting anti-Black racism finds its way into our daily policies and practices and that our awareness of the problem begins to produce concrete, sustained, and measurable progress on our campus. An end to anti-Black racism at Cañada needed to include a full-service wrap around program such as Umoja.

Umoja Meaning:

- Umoja (a Kiswahili word meaning unity) is a community
- Over 30 years of proven success
- Curriculum focused on Black history, literature, and culture.
- Pedagogy reflects African principles of collective learning.
- Learning community with wrap-around services.

Fortunately, during the Fall 2020 and Spring 2021 semesters we received unanimous support for an Umoja Program at our college. And, to fully realize this Program plan, Planning and Budget Council (PBC) and (Instructional Planning Council) IPC, awarded 2021-2022 budgetary support for the start-up of new Umoja Program.

2. Progress Reports: This is our current progress report, thus far:

- Marketing:

- o Website Developed
- o Logo Created
- o Umoja Program Announcement & Spring 2022 Classes Flyer Created
- o Promise Student Recruitment
- o Counseling Division
- Application/Intake Form:
 - o Intake Form created and live
 - o Application Form created and live
- Umoja Student Workshops/Orientations:
 - o Pre-registration informational session
 - o Spring 2022 semester orientation
- Outreach/Inreach:
 - o East Palo Alto community outreach with college's Outreach Department
 - o East Palo Alto community members' outreach
 - o Invitation to qualified Promise students into the Umoja Program and Spring 2022 classes
 - o Job Train
 - o Umoja Program invitation and email created and live
- Direct Support (Transportation & Supplies):
 - o Food Grant Program application provided to Umoja Program students (Spark Point)
 - o Books and Backpack supplies
 - o Work-study funding secured through Financial Aid Department (Spring 2022/Summer 2022)
 - o Priority registration in process
 - o HBCUs – applied to be a certified college by Sarah participating in the training
- Program Course Schedule:
 - o Fall: ENGL 105 + MATH 200/800 + PLSC 210
 - o Spring: ENGL 110 + MATH 200/800 + PLSC 310
- Professional Development:
 - o Multiple flex day sessions
 - o ACES
 - o Course Umojafication
- Umoja Program Events:
 - o Black Students Matter (BSM) Speaker Series (February 2022)

3. Rationale for New Goals: Our goals for our first program review are to:

- a) formalize and institutionalize the program model as part of the regular Program Review cycle
- b) institutionalize and expand the initial "off-cycle" support Umoja received for 2021-2022
- c) formalize program resource requests on-cycle

Annual Update Status: In Process

Goal Description: Actualize equity in College – Institutional Goals

Actualize our college mission and vision objectives with equity at the core.

- The Umoja Program supports specific equity goals of closing equity gaps for Black students by directly supporting their success, retention and academic/career/life goals.
- The Umoja Program was designed to support our institution in our antiracism efforts.

Goal Status: 2 - Continuing (PR)

Relevant Program Review Cycle: 2021-2022

Estimated Start Date: 08/17/2022

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Estimated Completion Date: 05/26/2023

Who's Responsible for this Goal?: Umoja Program Faculty Coordinator

Please select the college goals with which your program goal aligns.: Student Completion/Success - Provide educational and student services programs that highlight inclusivity, diversity, and equity in their mission to help students meet their unique educational goals and minimize logistical and financial barriers to success., Community Connections - Build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community., Organizational Development - Focus institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Please select the college strategic initiatives with which your program goal aligns.: Promote a Climate of Inclusivity

Resource Requests

Umoja Program Faculty Coordinator (and program faculty reassigned time)

Status: Continued Request - Active

Type of Resource: Instructional Personnel

Cost: 71496

One-Time or Recurring Cost?: Recurring Cost

Critical Question: How does this resource request support closing the equity gap?: Although the college's "Equity Imperative" details the kinds of general practices necessary to achieve this goal, it offers little in the way of specific "efforts" and means of "address." It reads: "The consensus amongst faculty, staff, students and administrators throughout our college is that we must acknowledge the embedded structural racism that American institutions of higher education were founded on, and engage around the effort to uncover and address where these structures still impact our students. We know that if we are to make progress on the disproportionate impacts our minoritized students continue to experience, we will have to examine all aspects of our college, from matriculation to completion, and use an institutional equity lens to ensure that each of these processes is realigned to benefit all of our students." What better way to "acknowledge the embedded structural racism" that continues to course through "American institutions of higher education" and employ "an institutional equity lens" than by adopting a programmatic approach like the one that Umoja provides.

Faculty program coordination will close the equity gap in some of the following ways:

- recruit and train interested faculty to support Umoja students
- serve as a general resource to faculty and deans working with Black students
- collect and analyze data in order to proactively develop strategies to increase student retention and success
- collaborate with student services areas and instructional support programs to establish a network of coordinated, timely support
- collaborate with appropriate deans to plan Umoja annual and year-to-year course schedule
- partner with BSU to engage students in campus life and leadership
- create and coordinate mentor programming
- establish connections to Historically Black Colleges and Universities.

Critical Question: How does this resource request support Latinx and AANAPISI students?: This request supports all students, especially our Black students. Black identified students includes those who may be of mixed race. We are also anticipating the Umoja program will serve Asian Pacific Islander and Indigenous students, especially if they live in East Palo Alto and North Fair Oaks, communities which the program is focusing on in initial recruitment efforts.

Resource Priority Ranking: High Priority

Goal Description: Increase Black Student Achievement and Success

Strive to improve the achievement and success of our Black students by strategically scheduling Umojafied classes in CSU/IGETC areas.

- Work in conjunction with Guided Pathways Interest Areas and IA Success Teams to ensure increased Umoja student achievement (success and completion).
- Create an Umojafied sequence of courses to guide student completion.
- Create a peer mentor program.
- Provide a holistic instructional and student services experience for Umoja Program students (teaching + student services +

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counseling).

Goal Status: 2 - Continuing (PR)

Relevant Program Review Cycle: 2021-2022

Estimated Start Date: 08/17/2022

Estimated Completion Date: 05/26/2023

Who's Responsible for this Goal?: Umoja Program Counselor, Umoja Program Faculty Coordinator and Program Services Coordinator

Please select the college goals with which your program goal aligns.: Student Completion/Success - Provide educational and student services programs that highlight inclusivity, diversity, and equity in their mission to help students meet their unique educational goals and minimize logistical and financial barriers to success., Community Connections - Build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community., Organizational Development - Focus institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Please select the college strategic initiatives with which your program goal aligns.: Improve Student Completion

Resource Requests

Umoja Program Counselor

Status: Continued Request - Active

Type of Resource: Instructional Personnel

Cost: 83620

One-Time or Recurring Cost?: Recurring Cost

Critical Question: How does this resource request support closing the equity gap?: Just as adding Umoja to the panoply of student services and programs that Cañada currently provides will help us to actualize the general objectives laid out in our Mission and Vision statements and suggested by our Strategic Goals, it will, more specifically offer a concrete means of realizing our "Student Equity and Achievement Plan" (2019-2021), which states that "equity is at the core of what we do" and that "To effectively prepare first-time students for the rigors of the college experience, the College seeks to continuously improve its programs, policies, and practices. The College does this via a cycle of assessment, program review, planning, budgeting, and implementation that maximizes its ability to innovate and adapt to the ever changing environment in which its students live and strive to succeed." Even the most cursory assessment of Cañada's equity gap when it comes to Black (and Pacific Islander) students demonstrates that we need to do something different, and the Umoja Program gives us a clearly laid out, tested, and proven series of steps to follow in shaping the things that we do.

A "dedicated" program counselor will help the college to close the equity gap in the following ways:

1. Early student identification and proactive matriculation support for the Umoja Program cohort.
2. Consistent, timely, intrusive communication and guidance to create greater opportunities for student achievement.
3. Monitor Umoja Program cohort to support student retention.
4. Review college and program data to identify Umoja Program candidates.
5. Early identification and assessment of students' unique support needs.
6. Early identification of students who may serve as peer mentors and tutors.
7. Close collaboration with instructional to faculty to support Umoja Program students, and Black students in general.

Critical Question: How does this resource request support Latinx and AANAPISI students?: This request supports all students, especially our Black students. Black identified students includes those who may be of mixed race. We are also anticipating the Umoja program will serve Asian Pacific Islander and Indigenous students, especially if they live in East Palo Alto and North Fair Oaks, communities which the program is focusing on in initial recruitment efforts.

Resource Priority Ranking: High Priority

Goal Description: Establish District-Wide Umoja Program Connections & Shared Antiracism Goals

Create a broad community of practice that provides a district-wide equitized network for our shared Black students.

- Umoja Program District-wide activities/events
- Umoja Program students invited to serve on the District Antiracism Council (DARC)

Goal Status: 2 - Continuing (PR)

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Relevant Program Review Cycle: 2021-2022

Estimated Start Date: 08/26/2022

Estimated Completion Date: 05/26/2023

Who's Responsible for this Goal?: Umoja Program Faculty Coordinator and Program Services Coordinator

Please select the college goals with which your program goal aligns.: Student Completion/Success - Provide educational and student services programs that highlight inclusivity, diversity, and equity in their mission to help students meet their unique educational goals and minimize logistical and financial barriers to success., Community Connections - Build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community., Organizational Development - Focus institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Please select the college strategic initiatives with which your program goal aligns.: Connect Students with Internships and Mentorships

Goal Description: Institute Community Outreach and Form Connections

Work with community entities and members to further our college's connections in our service area of East Palo Alto and neighboring communities.

- Increase the number of students from East Palo Alto at our college
- Make meaningful connections with the East Palo Alto community
- Network with influential community members to deepen our roots

Goal Status: 2 - Continuing (PR)

Relevant Program Review Cycle: 2021-2022

Estimated Start Date: 08/17/2022

Estimated Completion Date: 05/26/2023

Who's Responsible for this Goal?: Umoja Program Services Coordinator (PSC) and Umoja Program Faculty Coordinator

Please select the college goals with which your program goal aligns.: Student Completion/Success - Provide educational and student services programs that highlight inclusivity, diversity, and equity in their mission to help students meet their unique educational goals and minimize logistical and financial barriers to success., Community Connections - Build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community., Organizational Development - Focus institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Please select the college strategic initiatives with which your program goal aligns.: Promote a Climate of Inclusivity

Resource Requests

Program Services Coordinator--Umoja Program

Status: New Request - Active

Type of Resource: Non-Instructional Personnel

Cost: 41207

One-Time or Recurring Cost?: Recurring Cost

Critical Question: How does this resource request support closing the equity gap?: The PSC position supports the college mission by facilitating the college's "learning-centered" environment. It especially supports creating equitable opportunities so students achieve transfer or career goals. The position also aligns with college strategic planning, specifically to Promote a Climate of Inclusivity and Institutionalize Effective Structures to Reduce Obligation Gaps (Goal #3). The position also serves the college to enhance Cañada's marketing and outreach efforts to East Palo Alto and communities of color in our service area. As a support to the Umoja Program, the PSC position enacts our college Commitments, as described in the college's Anti-Racist Framework (2020), and directly supports the Cañada College Antiracism Task Force's action to phase-in the Umoja Program--which will provide the model by which we develop program and student resources along with building-out curriculum and an annual schedule of Umoja program and program associated courses.

The Umoja Program model emphasizes improving academic achievement among Black students, specifically, but may be a resource and service to all participating students, as the program is open to all students.

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Critical Question: How does this resource request support Latinx and AANAPISI students?: This request supports all students, especially our Black students. Black identified students includes those who may be of mixed race. We are also anticipating the Umoja program will serve Asian Pacific Islander and Indigenous students, especially if they live in East Palo Alto and North Fair Oaks, communities which the program is focusing on in initial recruitment efforts.

Resource Priority Ranking: High Priority

Goal Description: Network with Campus Resources

Integrate the Umoja Program with campus instructional and support programs and student groups:

- Community of Learning Through Sports (COLTS), Promise, EOPS, Cal Works, Spark Point, Eso Adelante, PUENTE and TRIO
- Black Student Union (BSU) & Associated Students of Community College (ASCC)
- Provide orientation welcome packet, book vouchers, transportation assistance, technology loan options, food resources, and field trip opportunities.
- Connect students to campus Library and Learning Center resources—tutoring, technology, proper research methods.

Goal Status: 2 - Continuing (PR)

Relevant Program Review Cycle: 2021-2022

Estimated Start Date: 08/17/2022

Estimated Completion Date: 05/26/2023

Who's Responsible for this Goal?: Umoja Program Faculty Coordinator, Umoja Program PSC, Umoja Program Counselor and Umoja Program Faculty

Please select the college goals with which your program goal aligns.: Student Completion/Success - Provide educational and student services programs that highlight inclusivity, diversity, and equity in their mission to help students meet their unique educational goals and minimize logistical and financial barriers to success., Community Connections - Build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community., Organizational Development - Focus institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Please select the college strategic initiatives with which your program goal aligns.: Improve Student Completion

Resource Requests

Umoja Program Operational and Support Budget

Status: Continued Request - Active

Type of Resource: Budget Augmentation

Cost: 28000

One-Time or Recurring Cost?: Recurring Cost

Critical Question: How does this resource request support closing the equity gap?: The Umoja Program has been created to directly close the equity gap for Black students as well as other students who are invited into the Program. The program integrates "wrap-around" services to ensure students a robust college experience.

Critical Question: How does this resource request support Latinx and AANAPISI students?: This request supports all students, especially our Black students. Black identified students includes those who may be of mixed race. We are also anticipating the Umoja program will serve Asian Pacific Islander and Indigenous students, especially if they live in East Palo Alto and North Fair Oaks, communities which the program is focusing on in initial recruitment efforts.

Resource Priority Ranking: High Priority