



Umoja

Program Review - Annual Update

2022 - 2023

Umoja - Annual Update

2022 - 2023

Annual Update Questions - Disciplines

1. Describe any changes or updates that have occurred since you last submitted program review. If there haven't been any changes or updates since your last program review, enter N/A.

N/A

2. Provide a summary of the progress you have made on the goals identified in your last program review.

1. 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.
 - Create Umojafied courses and program to employ the Umoja statewide practices. These practices directly support the success and retention of Black students by placing at the core the pan African experiences, practices and knowledge necessary to address the needs and desires of the whole student. This creates a belonging environment where the expectations for Black students is based in selfhood and self-actualization rather than a deficit approach to teaching, learning and supporting.
- The Umoja Program was designed to support our institution in our antiracism efforts.
 - Antiracism support: The Umoja Program in conjunction with our college's Black Student Union (BSU) club offer weekly meetings, events and workshops that focus on how to solve antiracist practices on our campus. We work together to dismantle anti-Black perspectives and actions by continuing to move forward on the acknowledgement of the BSU 2022 demands to the college and district. For example, we recently hosted a George Floyd Day event that concluded with an action plan to confront and reduce microaggression experiences by students and employees.

2. 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).
 - Work with Guided Pathways: The Umoja Program Counselor and retention specialist work directly with Guided Pathways interest areas to guide and direct students in meeting their educational and career goals, including the development of a comprehensive SEP. Additionally, the Umoja Program works directly with Guided Pathway leads to promote our events that support our students and college's antiracist efforts.
- Create an Umojafied sequence of courses to guide student completion.

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- Guided Course Sequence: We provide our students with a guided, cohorted Umojafied course sequence for Fall and Spring semesters. This course sequence was launched in Spring 2022.
- Create a peer mentor program.
 - Peer Mentor Program: Each semester, our “graduated” Umoja students serve as peer mentors by actively engaging in the BSU and attending Umoja events. And we recruit Umoja Program tutors that work directly with our students through the college’s Learning Center Tutor Program.
- Provide a holistic instructional and student services experience for Umoja Program students (teaching + student services + counseling).
 - Holistic teaching, learning and support services: The Umoja Program is based in the model of the whole student where the mental and physical health is always considered. We ensure that our students have everything they need to be successful – ranging from course sequencing to addressing food insecurities to reliable transportation to and from campus to appropriate psychological services to book and school supplies. Each Umoja Program team member is always eager to really know our students and make sure they have their basic+ needs addressed in a timely manner. Student success and retention is at the core of our program.

3. 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)

4. 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

Update: The Umoja Program works closely with our Outreach Department. We have imbedded ourselves in their activities, events, workshops and orientations. We have committed to attending at least one to two weekly events in our service areas in order to continue proactive, sustained student recruitment.

5. 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.

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- Connect students to campus Library and Learning Center resources—tutoring, technology, proper research methods.

Update: The Umoja Program continues to work closely with our campus ally programs either through regular meetings, shared events and overall student outreach/recruitment. Additionally, we always ensure that our students engage in an orientation during the first 2 weeks of classes, which includes inviting key campus stakeholders and leaders to our classroom to share vital information that addresses the whole student.

3. If your goals are changing, use this space to provide rationale, or background information, for any new goals and resource requests that you'll be submitting that were not included in your last program review.

N/A

Supporting Information

Umoja - Goals and Resource Requests

Goals

Goal Status

2 - Continuing (PR)

Goal Title

Actualize equity in College – Institutional Goals

Goal Description

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.

Our program aligns with 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.

Program Review Cycle When the Goal Begins

2022 - 2023

Who's Responsible for this Goal?

Umoja Program Faculty Coordinator

Mapping

- CAN College Goals: (X - Selected)

CAN College Goals

- Accessible Infrastructure and Innovation: X
- Community Connections: X
- Equity-Minded and Antiracist College Culture: X
- Student Access, Success and Completion: X

Goals

Goal Status

2 - Continuing (PR)

Goal Title

Increase Black Student Achievement and Success

Goal Description

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.

" Create a peer mentor program.

" Provide a holistic instructional and student services experience for Umoja Program students (teaching + student

Umoja - Goals and Resource Requests

services + counseling.

The Umoja Program aligns with Student Completion/Success by providing 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. The program establishes community connections to build and strengthen collaborative relationships and partnerships that support the needs of, reflect, and enrich our diverse and vibrant local community. The program promotes organizational development focusing institutional resources on the structures, processes, and practices that invest in a diverse student population and prioritize and promote equitable, inclusive, and transformative learning.

Program Review Cycle When the Goal Begins

2022 - 2023

Who's Responsible for this Goal?

Umoja Program Counselor, Umoja Program Faculty Coordinator and Program Services Coordinator

Mapping

- CAN College Goals: (X - Selected)

CAN College Goals

- Accessible Infrastructure and Innovation: X
- Community Connections: X
- Equity-Minded and Antiracist College Culture: X
- Student Access, Success and Completion: X

Resource Requests

Item Requested

See below: Counseling hours support (18 hours weekly or the equivalent of 48%. Summer hours: 10 hours weekly for six weeks.)

Item Description

See below

Status

Continued Request - Active

Type of Resource

Instructional Personnel

Cost

\$108,800

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.

Umoja - Goals and Resource Requests

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.

If requesting Personnel please complete the New Classified Hiring/Position Justification or the New Faculty Position Proposal Below.

NEW CLASSIFIED HIRING/POSITION JUSTIFICATION

Justification

This position has been reviewed by the department or division and is recommended for hiring.

NEW FACULTY POSITION PROPOSAL

Discipline:

Counseling: 18 hours weekly or equivalent to 48%. Summer: 10 hours weekly for six weeks.

A. How does the proposed position align with specific objectives within the college's strategic plans and initiatives? <http://www.canadacollege.edu/plans/index.php>

A "dedicated" program counselor will support program students and promote the college efforts to close student equity gaps in the following ways and is consistent with counseling duties (especially pertaining to retention):

1. Early student identification and proactive matriculation support for the Umoja Program cohort--completion of comprehensive SEPs and general matriculation guidance and support in registration.
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.

The position supports the Umoja program in helping the college to meet the first of five Student Equity and Achievement Program outcomes metrics, specifically meant to promote Black/African American Students completion: "Successful Enrollment in the First Year." The position also aligns with college strategic planning, specifically to improve Student Access, Success and Completion (EMP Goal #1) and create an Equity-Minded and Antiracist College Culture (EMP Goal #2).

B. How does the proposed position address the program's strategic action plans and long-term goals? Please refer to specific elements of the most recent program review.

The proposed position (counseling hours) supports the Umoja program in meeting its goal to Increase Black Student Achievement and Success:

- 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 + counseling).

C. Program Vitality and Viability

D. What is the evidence of student demand to justify the proposed position?

Umoja - Goals and Resource Requests

Goals

Goal Status

2 - Continuing (PR)

Goal Title

Establish District-Wide Umoja Program Connections & Shared Antiracism Goals

Goal Description

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)

Program Review Cycle When the Goal Begins

2022 - 2023

Who's Responsible for this Goal?

Umoja Program Faculty Coordinator, program services coordinator, counselor

Mapping

- CAN College Goals: (X - Selected)

CAN College Goals

- Accessible Infrastructure and Innovation: X
- Community Connections: X
- Equity-Minded and Antiracist College Culture: X
- Student Access, Success and Completion: X

Goals

Goal Status

2 - Continuing (PR)

Goal Title

Institute Community Outreach and Form Connections

Goal Description

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

Program Review Cycle When the Goal Begins

2022 - 2023

Who's Responsible for this Goal?

Umoja Program faculty coordinator and program services coordinator

Mapping

- CAN College Goals: (X - Selected)

CAN College Goals

- Accessible Infrastructure and Innovation: X
- Community Connections: X
- Equity-Minded and Antiracist College Culture: X
- Student Access, Success and Completion: X

Resource Requests

Item Requested

Personnel, Program Services Coordinator

Item Description

See below.

Status

New Request - Active

Type of Resource

Instructional Personnel

Cost

\$32,918

One-Time or Recurring Cost?

Recurring Cost

Critical Question: How does this resource request support closing the equity gap?

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.

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.

If requesting Personnel please complete the New Classified Hiring/Position Justification or the New Faculty Position Proposal Below.

NEW CLASSIFIED HIRING/POSITION JUSTIFICATION

Hiring Division/Department:

Humanities and Social Sciences

Position Title:

Program Services Coordinator

Is this position permanent?

Yes

Position Type

Part Time

If Part-Time, what percentage of Full-Time is this position?

48%

Provide # of months

12

Position: General Funds

Fund 1

Umoja - Goals and Resource Requests

Justification

1. Describe the specific needs for the position requested and the duties of this position in a brief statement.

Needs: Cañada College Umoja Community (Umoja Program) needs the professional support of a program services coordinator for both short-term, intensive program start-up and long-term sustainability. The students whom the Umoja Program serves will benefit from organized, highly coordinated outreach, recruitment, and college services—from registration to transfer and/or job placement. As at least partly a college outreach program, the Umoja Program has a specific need for consistent, sustained, outreach and transition to college or career support.

Selected Duties: (The following do not fully list all position professional duties and responsibilities.)

- Extensive outreach (and in-reach) to recruit students and create a Cañada Umoja presence in local communities and across campus, working with existing college programs and services (i.e. COLTS, CWA, DRC, EOPs, Financial Aid, Outreach, Promise, Puente and TRIO).
- Lead or organize a variety of workshops, presentations, speakers, program activities.
- Coordinate direct program support to students (travel, textbooks, work-study, food grant program) and facilitate student participation in college services.
- Ensure successful completion of Umoja program goals as described in the Umoja Program program review.

1. Actualize Equity in College—Institutional Goals

2. Increase Black Student Achievement and Success

3. Establish District-Wide Umoja Program Connections & Shared Anti-Racism

4. Institute Community Outreach and Form Connections

- Review and proactively update student data and records in Banner to facilitate student program cohorting, accurate registration, attendance, and ultimately course completion. (This is a task that cannot be completed by faculty coordinators.)
- Maintain and enter student cohort data
- Input MIS data in coordination with SMCCCD Umoja/A-Step Programs.
- Work in close collaboration with Umoja Program faculty coordinator to provide necessary program and student instructional and services support.
- Coordinate with college outreach efforts, with emphasis on BIPOC communities.
- Attend Umoja Statewide conferences and trainings.
- Update and regularly provide a report to the Umoja Program Coordinator.

2. Explain how this position aligns with and supports the mission and strategic goals of the college.

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 supports the Umoja program in helping the college to meet the first of five Student Equity and Achievement Program outcomes metrics, specifically meant to promote Black/African American Students completion: "Successful Enrollment in the First Year." 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 and develop program and student resources and build-out curriculum.

Educational Master Plan College Goals:

Student Access, Success and Completion, Goal #1

Cañada College ensures student access to relevant and transformative student services and instructional programs that are inclusive, diverse, equitable, and antiracist. As an institution, Cañada contributes to the financial stability of students to empower them to pursue personal, academic,

Umoja - Goals and Resource Requests

professional, and civic goals. Cañada College continuously assesses processes and removes barriers to student access, success, and completion.

The Cañada College Umoja Program directly promotes or in collaboration and coordination across programs supports the following strategic initiatives to support Goal #1:

1.1: Assess and streamline outreach, application, matriculation, and registration processes to ensure more applicants, particularly low-income, first generation, and Black, Indigenous, and People of Color (BIPOC) applicants, enroll in at least one course the same year they apply. Ensure that the programs that support students through these processes have enough resources to manage the workload.

1.3: Create a student-first course schedule that reduces scheduling conflicts and maximizes course-taking opportunities (e.g., offer courses in multiple modalities, better align with the District Block Schedule, offer short courses, offer selective courses during non-prime hours) for students given their educational goals.

1.11: Complete the college redesign process according to the essential practices of Guided Pathways and ensure that all students are connected to and feel supported by their Interest Area and Success Team and, if applicable, their special program (e.g., Promise, EOPS, TRIO SSS, Puente, Umoja, etc.).

1.12: Increase peer mentoring availability in Interest Area Success Teams and special programs.

1.14: Strengthen and scale student affinity programs and other student support programs such as Umoja, Puente, EOPS, and TRIO SSS and create strong ties and coordination between them and the Interest Area Success Teams such that BIPOC and LGBTQ+ students are well supported to complete their educational journeys at Cañada within 3 years.

1.15: Create (by 2023) and scale (by 2025) the First Year Experience program for all incoming students, including default course schedules for some first-time cohorts.

1.16: Create a campus culture that expects and supports students' completion of their educational goals within three years using tactics such as: (1) scheduling classes according to student interest and demand (informed by Student Education Plan (SEP) data; (2) offering more course-taking opportunities during the summer; (3) monitoring student progress more closely (via Success Teams, the Retention Specialist Community of Practice, and the Transfer Center

1.17: Design and include financial literacy and college financial planning workshops in our First Year Experience program, among others.

1.19: Reduce or eliminate the cost of textbooks and course materials by ensuring 75% of all course sections utilize Open Educational Resources and so have zero or low cost by 2030.

Equity-Minded and Antiracist College Culture, Goal #2

Cañada College transforms its culture to be equity-minded and antiracist. Our teaching, learning, and services create a sense of belonging among all community members so they are able to recognize that their unique selves are valued, express themselves fully, and thrive. Our educational practices reflect the fundamental importance of individualized learning experiences, the shared building of knowledge, and promoting social justice at Cañada College.

The Cañada College Umoja Program directly promotes or in collaboration and coordination across programs supports the following strategic initiatives to support Goal #2:

2.1: Increase support for faculty to provide more timely, individualized attention for students in their classes, such as smaller class sizes in key courses, more embedded tutors, and teaching assistants (e.g., Umoja practices).

2.2: Increase the use of culturally relevant curriculum and equity-minded (race conscious) learning outcomes. **2.3** – Increase resources for faculty professional development to support new teaching modalities and learning experiences, especially those that reach underserved current and future students.

2.4: Sustain and expand faculty learning communities to support evolving teaching methods, innovation in teaching, and antiracism in teaching and learning, such as the

Umoja - Goals and Resource Requests

Faculty Learning Program. 2.5 – Increase use of Open Educational Resources that address diversity, equity, inclusion and antiracism in the course material content.

2.13: Regularly evaluate all student support programs and practices to ensure they are effective in closing equity gaps in access, student success and completion. These include but are not limited to: Interest Area Success Teams, Special Programs (Promise, EOPS, TRIO SSS, Puente, Umoja, ESL, and Middle College).

2.15: Regularly evaluate all aspects of the college redesign process and essential practices of Guided Pathways in College programs and structures to ensure they are effective in closing equity gaps in access, student success and completion. These include but are not limited to: Interest Areas, First Year Experience, Dual Enrollment, Career Exploration and faculty efforts to ensure students are learning.

Community Connections, Goal #3

Cañada College establishes equity-minded partnerships with other educational institutions, employers, governments, and community-based organizations that result in seamless pathways for high school students transitioning to college, college students transitioning to university, and all community members pursuing career, and lifelong educational opportunities.

The Cañada College Umoja Program directly promotes or in collaboration and coordination across programs supports the following strategic initiatives to support Goal #3:

3.2: Transform where we share what Cañada has to offer by identifying and reaching new outreach audiences that help strengthen our ties to BIPOC communities (particularly those communities our recruitment maps indicate might be underserved, such as North Fair Oaks, Belle Haven, and East Palo Alto). Recruit more BIPOC students, including more students who identify as Black / African American.

3.3: Utilize relevant social media and other marketing platforms to reach community members in the formats and virtual environments in which they exist. Ensure College websites are up-to-date, accurate, informative, and speak to community members in language that is welcoming and inclusive.

3.8: Strengthen transfer support services by, (1) building University pathways and expanding the University Center, (2) increasing by 35% the number of Cañada College transfer-seeking students who achieve transfer readiness and the number of students who apply to a 4-year University between 2022 and 2027 (adjusted for enrollment fluctuations) and, (3) reduce the transfer equity gap for low-income, first generation, and Black, Indigenous, and People of Color (BIPOC) students.

3.13: Address food insecurities of our students and their families by collaborating with community partners (for example, Food Pantry, Drive thru Food Distribution, and Community Markets). **3.14** – Increase access to housing resources for Cañada students by collaborating with community partners.

Accessible Infrastructure and Innovation, Goal #4

College financial resources are well managed in support of the College's values and to provide accessible physical and virtual spaces that promote continuous innovation and excellence in teaching and learning. Cañada's investments in physical, technological and transportation infrastructure create sustainable, equitable access to the College and support equitable educational outcomes across the diverse members of the community we serve.

The Cañada College Umoja Program directly promotes or in collaboration and coordination across programs supports the following strategic initiatives to support Goal #4:

4.4: Make the campus more visually welcoming and inviting to the diverse community through murals and activities that represent and appreciate the cultures of the student body.

4.8: Increase # of students receiving tutoring or attending academic success workshops by increasing availability and range of tutoring services and academic success workshops. Target can be % gap of students not successfully completing

4.10: Ensure all faculty, staff and students have access to the hardware and software technology resources needed to provide instruction in multiple modalities.

Umoja - Goals and Resource Requests

4.12: Offer key courses (e.g., popular, commonly needed General Education courses) in multiple instructional modalities.

4.14: Develop the College budget to invest in the College's commitment to equity and antiracism.

3. Explain how adding this position will strengthen the department or division.

The PSC supports outreach, recruitment, course completion, 4-year transfer or career/job placement of Umoja program students. Likewise, the Umoja Program will serve as a model for how to successfully increase college participation rates and success among Black and/or Black identifying students. Strategies and practices may also be expanded or adapted across departments or areas of the college to effectively address the needs of BIPOC students at-large.

4. Explain how this work will be accomplished if the position is not filled.

If the position is not filled, much of the wider impact the Umoja Program may have in the community and across campus will be severely limited. The program will need to rely more heavily on faculty coordination and a wide range of college offices and services to cobble together a program model—from relying more directly on college outreach and division offices, to looking to marketing for regular website updates to leaning on the registrar's office to cohort and properly register students. The impact on the student experience will be notable in that student activities to build a community of success and facilitate a sense of connection to the college will be limited. Just-in-time support and activities to promote transfer and career exploration will be greatly reduced or simply not implemented.

This position has been reviewed by the department or division and is recommended for hiring.

Dean / Director / Hiring Supervisor Name

James Carranza, Dean, Humanities and Social Sciences

Date

10/12/2022

NEW FACULTY POSITION PROPOSAL

C. Program Vitality and Viability

D. What is the evidence of student demand to justify the proposed position?

Goals

Goal Status

2 - Continuing (PR)

Goal Title

Network with Campus Resources

Goal Description

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.

Program Review Cycle When the Goal Begins

2022 - 2023

Who's Responsible for this Goal?

Umoja Program faculty coordinator, program services coordinator, and counselor

Mapping

Umoja - Goals and Resource Requests

- CAN College Goals: (X - Selected)

CAN College Goals

- Accessible Infrastructure and Innovation: X
- Community Connections: X
- Equity-Minded and Antiracist College Culture: X
- Student Access, Success and Completion: X

Resource Requests

Item Requested

Augmentation to annual budget

Item Description

Two items: 1. \$2,000: The augmentation will create a "Safety Net/Emergency Backup for students not in other programs" who are in emergency need of transportation (gas cards), food (grocery cards), or instructional resources. 2. \$13,000: Umoja Annual Conference Participation (lodging, transportation, meals, associated conference expenses).

Status

Continued Request - Active

Type of Resource

Budget Augmentation

Cost

\$15,00 1. \$2,00, "Safety Net" ; 2. \$13,00 Umoja Annual Conference

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. Umoja Statewide typically provides support to participating colleges, but at this time funding is uncertain.

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.

If requesting Personnel please complete the New Classified Hiring/Position Justification or the New Faculty Position Proposal Below.

NEW CLASSIFIED HIRING/POSITION JUSTIFICATION

Justification

This position has been reviewed by the department or division and is recommended for hiring.

NEW FACULTY POSITION PROPOSAL

C. Program Vitality and Viability

D. What is the evidence of student demand to justify the proposed position?

Umoja - Goals and Resource Requests