



STRATEGIC PLANNING WORKSHOP #2
Supporting Cultural and Structural Equity
through Guided Pathways

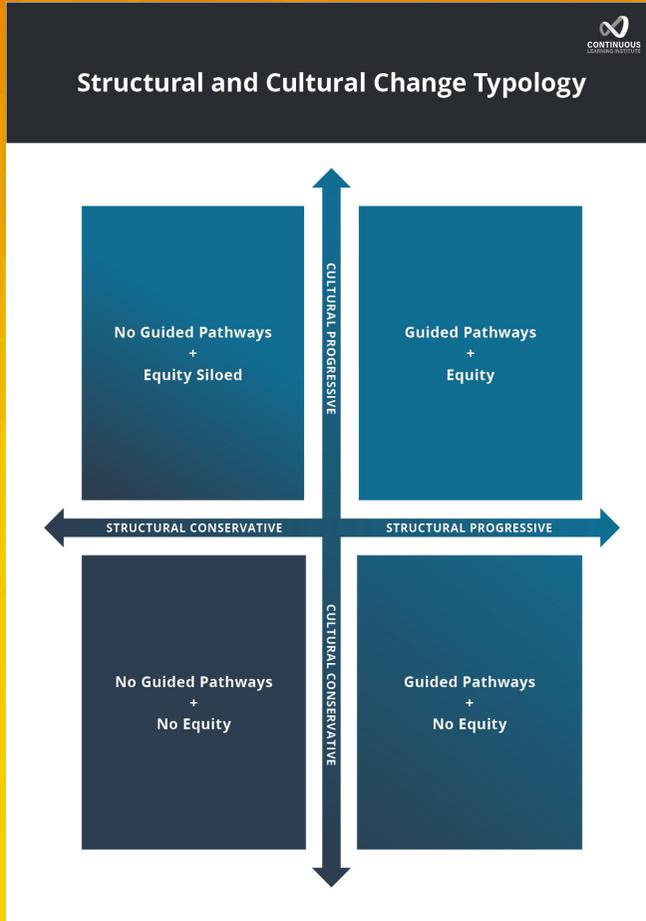


DeAnza
College

**Strategic
Planning**

deanza.edu/strategic

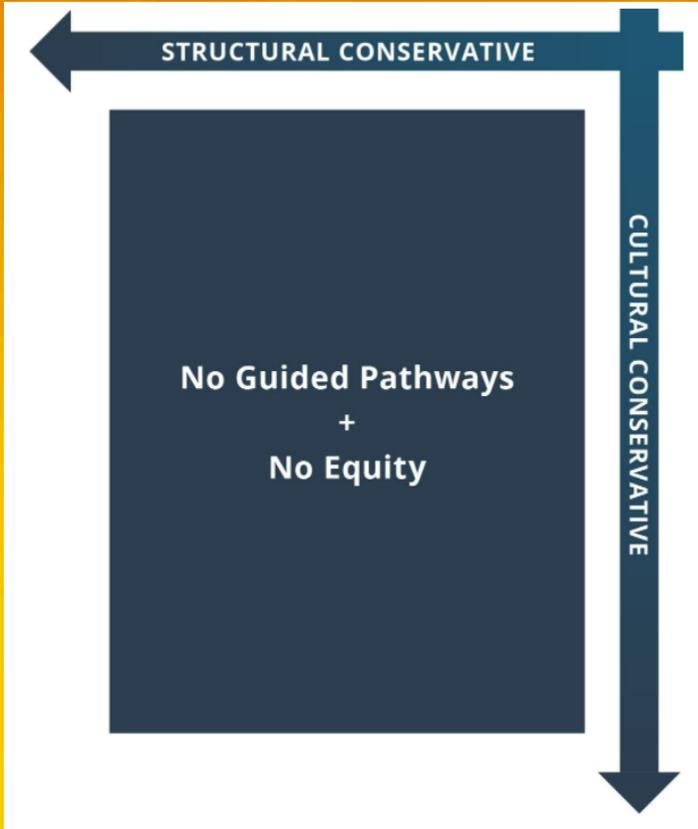
Structural and Cultural Typology



AI Solano, Continuous Learning Institute Structural and Cultural Change Typology

- **Structural axis – Guided Pathways**
- **Cultural axis – Equity**
- **Conservative = strives to maintain status quo**
- **Progressive = strives for change and improvement**

Structural and Cultural Typology

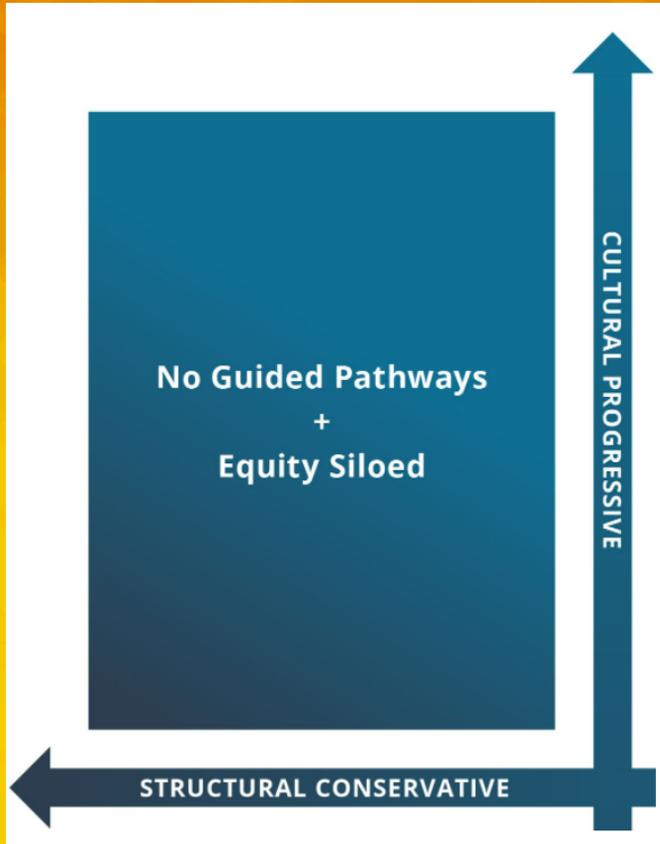


Structural = conservative
Cultural = conservative

No equity
No Guided Pathways

**Worst case scenario for
students**

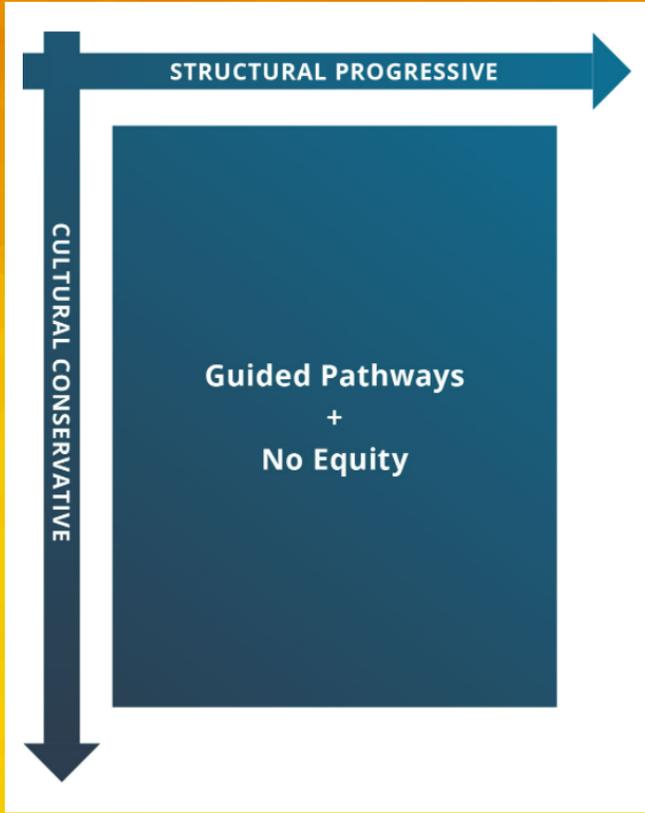
Structural and Cultural Typology



Structural = conservative
Cultural = progressive

No Guided Pathways
Equity is siloed

Not enough change for students

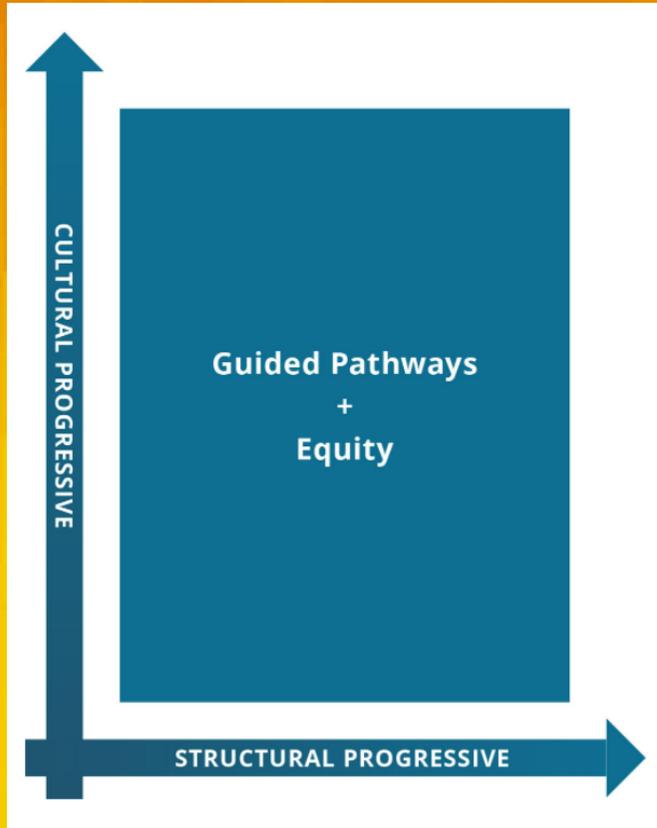


Structural = progressive
Cultural = conservative

Guided Pathways
No equity

**Not the “right” change for
students**

Structural and Cultural Change

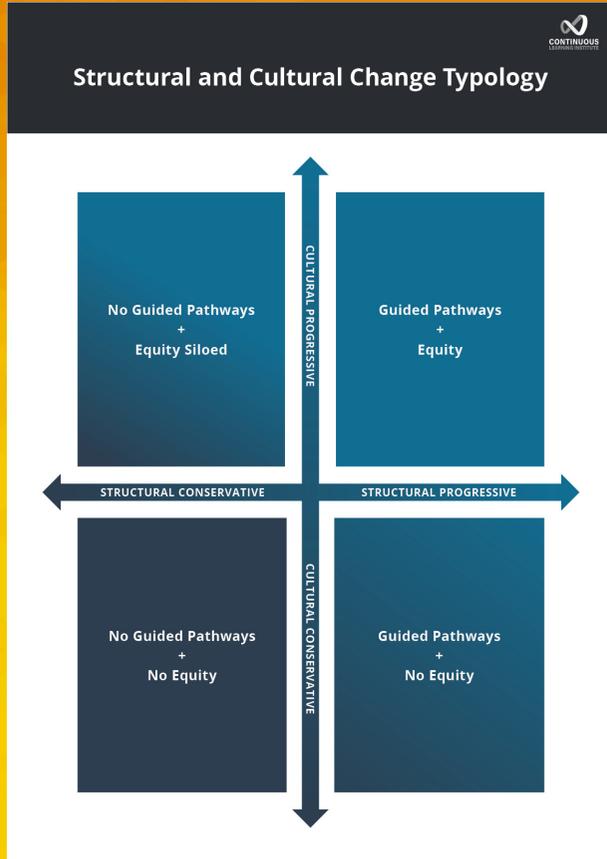


Structural = progressive
Cultural = progressive

Guided Pathways
Equity

Best case scenario for students

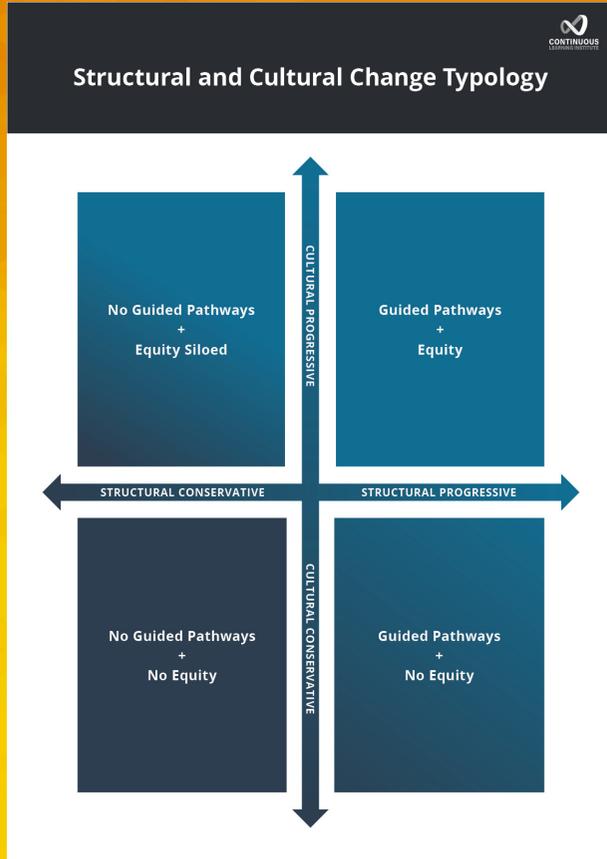
Zoom poll on De Anza



From Al Solano's
"Structural and Cultural Change

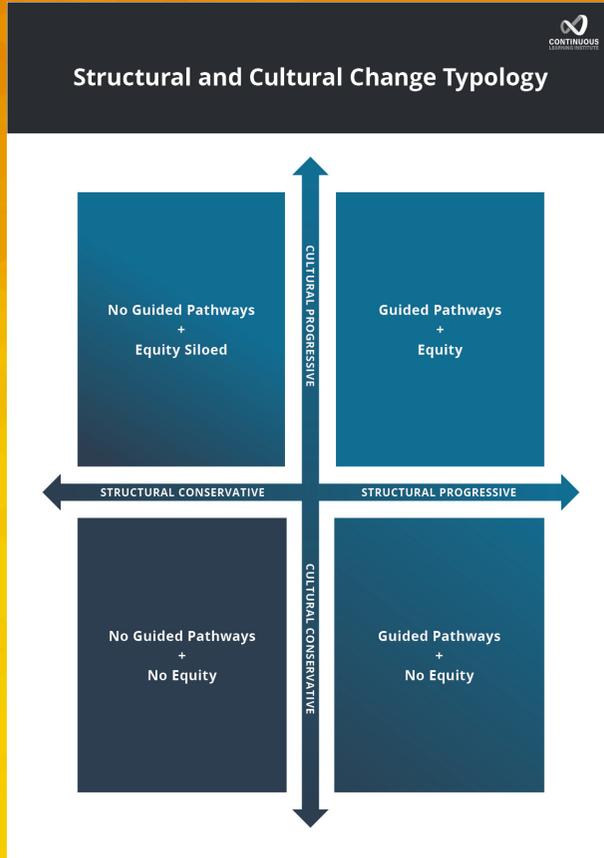
1. What type of institution did De Anza resemble 5 years ago?
 - a. Structurally conservative and culturally conservative
 - b. Structurally conservative and culturally progressive
 - c. Structurally progressive and culturally conservative
 - d. Structurally progressive and culturally progressive

Zoom poll on De Anza



2. What type of institution does De Anza resemble now?
- Structurally conservative and culturally conservative
 - Structurally conservative and culturally progressive
 - Structurally progressive and culturally conservative
 - Structurally progressive and culturally progressive

Zoom poll on De Anza



3. What type of institution do you want De Anza to resemble in 5 years?

- Structurally conservative and culturally conservative
- Structurally conservative and culturally progressive
- Structurally progressive and culturally conservative
- Structurally progressive and culturally progressive

From Al Solano's
"Structural and Cultural Change

Current Equity Framework



- **Black**
- **Latinx**
- **Filipinx**
- **Pacific Islander**
- **LGBTQ+ students**

- **Cultural Humility**
- **Civic Capacity**
- **Transformative Organizing**
- **Social Justice**
- **Multicultural Education**

- **2017: State Mandated**
- **2019: Took proactive, local control**
 - **Created a Steering Committee**
 - **Engaged entire campus**
- **2021: Formed work teams of classified professionals, faculty, and administrators**
- **2022: Added students to work teams**

Guided Pathways Mission

The De Anza College Guided Pathways Initiative provides students opportunities to explore prospective majors and careers while still making progress towards their academic goals; it keeps equity at the core of our decision-making while understanding that improving academic and support services for underserved populations will also benefit all students; it proactively and holistically addresses students and their needs by offering wrap-around services, and it helps students to gain self-efficacy in navigating their educational journeys.

Guided Pathways Core Values

In order to ensure equity-focused, institutional change that will clarify pathways for students, help them enter and stay on the path, and ensure learning, we embrace the following core values:

- We embrace the institutional responsibility to be student-ready and to proactively assist students in obtaining necessary resources.
- We are dedicated to providing clear and direct information to students to “stop the bounce.”
- We acknowledge and advocate for the multiple access points and varying educational goals that exist for students.

Guided Pathways Core Values (continued)

- We are committed to both listening to and hearing students' stories, counting them as valuable experiences that must be considered both quantitatively and qualitatively in supporting student success.
- We aspire to create a culture of engagement, mutual respect, and meaningful interaction that will benefit our entire campus community.
- We pledge to eliminate any unnecessary bureaucratic barriers that are within local control.
- We endorse and support our larger community, including our intersegmental partners, our local communities, and local businesses, upon whom we depend to help our students.

Guided Pathways Work Teams



De Anza College Guided Pathways

THIS IS A SAMPLE PATHWAY. PLEASE CONSULT A COUNSELOR OR ACADEMIC ADVISER FOR YOUR INDIVIDUALIZED EDUCATION PLAN SINCE IT COULD CHANGE DEPENDING ON YOUR MAJOR AND YOUR CHOICE OF TRANSFER SCHOOL(S).

Meta-major:	Physical Sciences and Technology
Pathway for:	Automotive Technology (Automotive Chassis and Powertrain): Certificate of Achievement Advanced

	FALL QUARTER	WINTER QUARTER	SPRING QUARTER
First year	Required courses: AUTO 91A AUTO 92A AUTO 57A	Required courses: AUTO 92B AUTO 93A AUTO 93B AUTO 53B	Required courses: AUTO 93C AUTO 93D AUTO 93E AUTO 93F AUTO 53A
	Additional courses:	Additional courses:	Additional courses:

	FALL QUARTER	WINTER QUARTER	SPRING QUARTER
Second year	Required courses: EWRT 1A or ESL 5 as required MATH as required	Required courses:	Required courses:
	Additional courses:	Additional courses:	Additional courses:

Additional notes:

Prerequisite: Approved Automotive Technology Course Sequence Contract. See department for an application.
 Recommended: One year of automotive educational experience (high school, ROP, or De Anza's AUTO 50 series).
 Many AUTO courses are offered only once per year, so it is recommended to follow the exact schedule listed above.
 Any required courses may be substituted by the exact corresponding Honors course when available.
 It is recommended to complete EWRT and MATH as soon as possible.

- Mapping team and conferences (certificate, degree, and transfer pattern maps)
- Intersegmental team (Math, English, ESL, Adult Education)

Guided Pathways Work Teams



- **Student Focus Group team (15 student employees and qualitative data through student focus groups and interviews)**
- **Student-Ready Rapid Response team (Zoom rooms, students who come out of the system—Justice Involved, Foster Youth, automatic awarding of degrees and certificates)**

Guided Pathways Work Teams



- Villages team (Welcome Day, events—mixers, workshops, career panels—community through villages and village spaces)

Equity History at De Anza



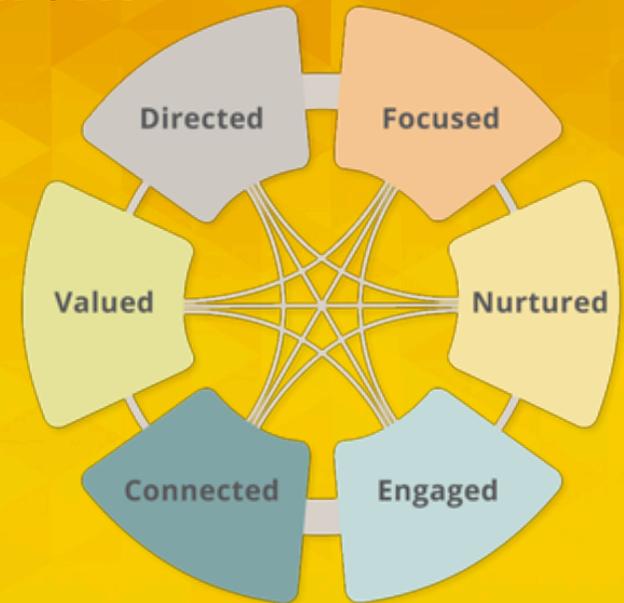
- Diversity Office
- Multicultural curriculum infusion
- VIDA
- ICS/IIS Division
- Puente, Umoja, Impact/AAPI, FYE, FLOW, LEAD
- Equity and Engagement Division
- HEFAS
- Women, Gender, and Sexuality Center



Equity Plan Re-imagined

1. Develop and adopt an equity vision and framework that drives our equity work

- **Racial equity**
- **Six Success Factors**
 - Directed
 - Focused
 - Nurtured
 - Engaged
 - Connected
 - Valued



Six Success Factors[™]
DeRPgroup

Equity Plan Re-imagined

2. Engage administration and shared governance leaders to advance and uphold the equity vision in all college endeavors by integrating it into the shared governance process and promoting transparency around equity.
 - Rubrics for budget decisions
 - Administrative policies
 - Professional development days
 - Contractual policies (would need to be negotiated)
 - Equity portfolio

Equity Plan Re-imagined

- 3. Create a culture of equity-based evidence and practices with all employees.**
 - **Public and monetary recognition of individual's equity work**
 - **Professional learning cohorts**
 - **Increased communication of equity success through Villages and college website**

Equity Plan Re-imagined

4. **Develop best practices based on research at both campus-wide and programmatic, departmental, or work area level.**
 - **Integration of instruction and support services**
 - **Increasing non-traditional models of learning**
 - **Implement 1-2 practices in your own areas**

Equity Plan Re-imagined

5. **Develop rich and ongoing professional development opportunities that focus on deepening equity-mindedness for all employees.**
 - **Introducing to the importance of racial equity**
 - **Developing a shared understanding of the need for ongoing institutional change**
 - **Implementing the six factors of success in the classroom and beyond**
 - **Increasing and cultivating equity competency**
 - **Understanding shared governance and institutional practices**
 - **Infusing equity-mindedness into online pedagogy**

6. **Show financial commitment and investment in all equity work.**
 - **Commit compensation to do equity work**
 - **Align policies and budgets to student success and equity goals**
 - **Formalize the representation of affinity groups**
 - **Provide more transparency around decision-making processes**

Breakout room instructions

1. Twelve topics, you may choose which room you enter.
2. If the first room on the topic is full (about 10 people), please select the second room on the same topic.
3. You will have approximately 40 minutes.
4. Address the three prompts in each room.
5. Write your thoughts in the Padlet.
6. We will reconvene in the main room and share out from 2-3 breakout rooms.

Breakout rooms

Equity Plan Re-imagined breakout rooms

- Vision + Definition
- Shared governance integration
- Culture of equity
- Integrated Instruction and services
- Professional development
- Financial commitment

Guided Pathways breakout rooms

- Student-ready + Pro-active
- Access points and student goals
- Students' stories
- Mutual respect
- Bureaucratic barriers
- Community partnerships

Welcome back!

**Let's hear from 2-3 rooms.
Please keep your answers brief
(up to 2 minutes for each speaker).**

Closing

**Please join us for
Strategic Planning workshop #3:
Regional Trends, Enrollment and Retention
Monday, February 28 1:00-2:30 p.m.**

Thank you for coming!