Guided Pathways & Equity Project Teams
2021-22 Final Report

PROJECT NAME: Guided Pathways Equity and Anti-Racism in Course Design

DESCRIPTION: The Guided Pathways Equity and Anti-Racism in Course Design Guided Pathways and Equity

TEAM LEAD(S):

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SUMMARY

The Guided Pathways Equity and Anti-Racism in Cou
need for Norco College to intentionally adopt anti-
The Project Team focuses its efforts on infusing a
design in order to move the college closer to that g
focusing our work to ensure it was linked to the co
while also making sure any deliverables were spec
ongoing efforts. The Team adopted the following guid
initial Charter:

- Norco College is committed to infusing anti-racist best practices in all areas of the college community.
- The Project Team will use the Norco College Equity Plan as a way to define equity and identify existing gaps.
- The Project Team's efforts will be in alignment with the Norco College EMP (Goal 2: Success – Implement Guided Pathways framework, Goal 3: Equity – Close all student equity gaps, Goal 4: Professional Development, Implement Professional Development around Guided Pathways and equity framework; foster a culture of ongoing improvement.)
- Norco College is committed to infusing the Guided Pathways framework in course design.

During our work, we identified the existing equity-minded and anti-racist professional development resources for faculty at Norco College. We also sought to identify resources available at other postsecondary institutions, with a focus on community colleges engaging in this type of equity work.

We quickly identified Long Beach City College as a leader in this area. We worked to collaborate with their faculty and administration to learn how they identify ways our Project Team could adopt and curate their existing canvas course. We were invited by the faculty team at Long Beach City College to audit their course in Winter 2022 and identify areas we could adopt as part of our project.

DELIVERABLES

The Project Team curated existing OER resources to create a canvas shell. This shell incorporated resources from existing models, such as the Long Beach City College Cultural Curriculum Audit. The Project Team reorganized the Canvas shell to better meet the needs of Norco College faculty. Specifically, resources were reorganized in a manner that allows faculty to utilize available tools based on their needs and timelines.

One of the biggest challenges we recognized was the need to scaffold this work over the coming months. We want to build the shell to meet our current needs at Norco College while recognizing the need to expand the resources available as faculty increase their knowledge base of equity minded and anti-racist pedagogical approaches.

RECOMMENDATIONS

In order to build on the work of this Project Team, we recommend the college adopt the following action items:

- Extend timeline of Project Team through Summer 2022 in order to complete work.
- Continue expanding the course content available within the existing Canvas shell in order to ensure up-to-date equity-informed resources are available to faculty and the broader college community.
- Build on Long Beach City College's model, refine the Canvas shell
- Determine how this work will be institutionalized at Norco College.
- Use this existing resource tool as part of the faculty onboarding process for new or incoming faculty at Norco College. This ensures they are equipped with equity-minded resources as they begin their journeys here at Norco College.
- Explore the possibility of providing stipends to faculty members who complete training within the Canvas shell. Using LBCC as a model, their college has committed to provide a $1000 stipend to all faculty who complete the course components. Faculty participation rates in equity-focused professional development opportunities continues to lag behind the college's goal in this area. Providing incentives for participation might alleviate this

low participation rate while simultaneously equipping more faculty with tools that will have a positive impact on student learning and engagement.

- Provide opportunities for FLEX workshops to review the work of the Project Team and present it to faculty. These workshops should also count towards the faculty requirement for equity-focused institutional work. How will we track their engagement with the shell? Is that necessary?
- We need to expand the resources to include equity and anti-racist tools for in-person courses
- Norco College needs to determine how the canvas shell will be maintained. Courtney Buchanan has volunteered to manage the canvas shell for the next year as we continue to build it. However, finding a long-term "home" for the shell and an individual and/or group responsible for keeping it updated will be necessary to ensure it remains a viable, current tool for faculty. We suggest the use of special project funds to support a faculty member in this role.
- We need to ensure work is not being duplicated over various subgroups and teams. During the course of our work it came to our attention that a subgroup of Distance