Welcome to 3CSN’s Equity Institute. This two-day event will provide opportunities to explore our theme, *Equity, Solidarity and Healing in a New Era*, with dynamic speakers and skilled facilitators who will guide you through engaging discussions, sessions, and activities to increase awareness and deepen understanding of equity issues in our colleges, support your efforts towards eliminating achievement and opportunity gaps, build community and strengthen our network as we strive to create equitable outcomes for all students.

**3CSN Theory of Change** If we provide training on networking and we use action research methodologies, community college professionals will transform their environments and identities to create communities of practice that will produce powerful learning and working across campuses. This will lead to greater student success.
### Friday, Nov. 18, 2016

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tr>
<td>8:30-9:00</td>
<td>Breakfast and Conversation</td>
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<tr>
<td>9:00-9:10</td>
<td>Welcome, Overview, Introductions</td>
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<tr>
<td>9:10-10:00</td>
<td>Keynote Address: <em>Is Equity the New Coconut Water? Ensuring Success for all California Students</em></td>
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<td>10:00 - 10:50</td>
<td>Keynote Address: <em>Inequity by Design</em></td>
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<td>11:00 - 12:00</td>
<td>Breakout Session 1</td>
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<td>12:00 - 1:00</td>
<td>Lunch</td>
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<td>1:10 - 2:10</td>
<td>Keynote Address: <em>Strategies to Support Men of Color and Underserved Students</em></td>
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<td>2:20 - 3:20</td>
<td>Breakout Session 2</td>
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<td>Breakout Session 3</td>
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<td>4:40 - 5:00</td>
<td>Reflection Session and Wrap up</td>
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<tr>
<td>5:15 - 6:15</td>
<td>EVENT: <em>Light Reception and Acoustic Performance</em></td>
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### Saturday, Nov. 19, 2016

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EVENTS

RECEPTION
Friday, November 18 | 5:15 - 6:15
Outdoor Courtyard

featuring

CHRIS PIERCE

After a great day of engaging speakers, sessions, and networking, please join us in the Outdoor Courtyard for an acoustic performance by artist Chris Pierce. Take this opportunity to unwind, relax with colleagues and listen to some inspiring uplifting music.

Light hors d’oeuvres provided. Cash bar.

Singer/songwriter/multi-instrumentalist Chris Pierce has released seven independent albums worldwide. In addition to headlining tours, he has either performed on stage with or opened worldwide tours for Seal, B.B. King, Al Green, Cold War Kids, Toots and the Maytals, Aaron Neville, Colbie Caillat, Beth Hart, Raul Midon, Robert Cray, Dr. John, Jamie Cullum and many others. His voice & music have been heard in films and T.V shows including Rosewood, Soul Men, Crash, True Blood, Grey's Anatomy, Brothers & Sisters, Single Ladies, Eli Stone, In Plain Sight, Dawson's Creek, Army Wives and a Banana Republic ad campaign. Chris has also been recently very well received by the TED community with a TED talk on "The Healing Powers of Music". Chris Pierce continues to build his repertoire and versatility as a writer and performer in his involvement with several music projects including both Reverend Tall Tree and also War & Pierce.

Chris is also a performing featured guest with several orchestras around the U.S and abroad and he has recently received the high honor of working on a recording project in Muscle Shoals, AL with The Swampers, Muscle Shoals Horns & Shoals Sisters as the lead vocalist on a new highly anticipated album “You’ve Got To Feel It!” to be released in 2017.

www.chrispierce.com

― James Baldwin

“Not everything that is faced can be changed, but nothing can be changed until it is faced.”
Featured Speakers

Friday @ 9:15 | Hillside West 1

*Is Equity the New Coconut Water? Ensuring Success for all California Students*

Ryan J. Smith, Executive Director of The Education Trust—West, a research and advocacy organization focused on educational justice and the high academic achievement of all California students, particularly those of color and living in poverty. His previous roles include serving as the Director of Education Programs and Policy for the United Way of Greater Los Angeles, the Senior Director of Family and Community Engagement for Partnership for LA Schools, and coordinating Communities for Los Angeles Student Success (CLASS), a Los Angeles-based coalition of civil rights, education and community advocacy groups dedicated to closing the opportunity and achievement gaps for students-of-color and students living in poverty. Ryan is a current Annie E. Casey Foundation Children and Family Fellow and doctoral candidate in Education at UCLA. He has authored more than a dozen editorials and opinion pieces published in the Los Angeles Times, the San Francisco Chronicle, the Sacramento Bee, EdSource, and others.

Friday @ 10:15 | Hillside West 1

*Inequity by Design*

Dr. Frances E. Kendall is a nationally known consultant who has focused for more than thirty-five years on organizational change, diversity, and white privilege. Author of “Diversity in the Classroom” and “Understanding White Privilege: Creating Pathways to Authentic Relationships Across Race”, Kendall was recently named a "Pioneer of Diversity" by Profiles in Diversity Journal and a "Legend of Diversity" by the International Society of Diversity and Inclusion Professionals. Because she believes that personal and organizational change is possible, Kendall is committed to facilitating the core changes necessary to create work and learning environments that are hospitable to all people. She doesn’t skirt the deeper challenges inherent in helping organizations accomplish that mission, yet she approaches the conversations with warmth and humor in an accessible and approachable manner. One of her long-time clients recently described her style as that of a "seasoned warrior, bringing her experience and wisdom to her interactions with audiences and workshop participants."

Friday @ 1:10 | Hillside West 1

*Strategies to Support Men of Color and Underserved Students*

Dr. J. Luke Wood is Associate Professor of Community College Leadership and the Director of the Doctoral Program in Community College Leadership at San Diego State University (SDSU). Dr. Wood is also Co-Director of the Minority Male Community College Collaborative (M2C3), a national research and practice center that partners with community colleges to support their capacity in advancing outcomes for men of color. M2C3 houses the National Consortium on College Men of Color (NCCMC) which hosts trainings, information sharing sessions, and provides resources to colleges with initiatives and programs supporting college men of color. He is also Chair-Elect for the
Council on Ethnic Participation (CEP) for the Association for the Study of Higher Education ASHE), Director of the Center for African American Research and Policy (CAARP), and Co-Editor of the Journal of Applied Research in the Community College. Wood’s research focuses on factors affecting the success of men of color in the community college. In particular, his research examines contributors (e.g., social, psychological, academic, environmental, institutional) to positive outcomes (e.g., persistence, achievement, attainment, transfer, labor market outcomes) for these men. In particular, his research examines contributors to student persistence, achievement, attainment, and transfer for these men. Dr. Wood has delivered over a 120 scholarly professional and conference presentations.

Saturday @ 9:10 | Hillside West 1

**The Essential Equity-Minded Practitioner**

**Dr. Lindsey Malcom-Piqueux** is the Associate Director for Research and Policy at the Center for Urban Education and a research associate professor in the Rossier School of Education at the University of Southern California. Her work focuses on the ways in which higher education policy, institutions and practitioners contribute to and/or reduce educational inequities experienced by minoritized student populations. Her primary interest centers on postsecondary access and success for women and men of color in STEM fields. Following this interest, she has conducted research in several areas including the relationship between financial aid and STEM outcomes, community college pathways to STEM degrees, STEM education at minority-serving institutions, and gender equity in STEM within minoritized racial/ethnic groups. Prior to joining the Center for Urban Education, she was on the faculty at the George Washington University and before that, at the University of California, Riverside. Her work has appeared in Educational Researcher, the Review of Higher Education, Harvard Educational Review, among other journals, and in volumes edited by Routledge, SUNY Press, Johns Hopkins, University Press, and Stylus Publishing. She received a B.S. in planetary science from the Massachusetts Institute of Technology, an M.S. in planetary science from the California Institute of Technology and a Ph.D. in urban education with an emphasis on higher education from the University of Southern California.

Saturday @ 10:00 | Hillside West 1

**Equity, Praxis: Putting the values of equity into practice**

**Dr. Veronica A. K. Neal** is an organizational equity and cultural humility specialist with over two decades of experience as diversity and social justice educator, trainer, coach and consultant. She is a certified diversity professional, integral coach and workplace conflict mediator. Veronica’s consulting work guides and enlightens leaders in education, health care, business, and nonprofit organizations as well as participants in community-based organizations. She brings to her management, teaching and consulting practice the theories of justice-based leadership and multicultural education from her graduate studies as well as her practical experience managing projects and programs and directing a nonprofit organization. Her focus is on cultural humility across the lifespan and as a spiritual practice, equity change management, unconscious bias and oppression transformation, and attitudinal healing. In addition to an active consulting schedule Veronica currently serves as the director of Equity, Social Justice, and Multicultural Education at De Anza College and teaches at both De Anza College and California State University at San Francisco. Veronica continues her research and college teaching while also coaching educational leaders and community activists to bring out the best in themselves and their teams through equity and cultural humility initiatives.
**Inequity by Design**

Room: Hillside West 1

One of the most difficult and painful realizations to hold onto is that our organizational systems were specifically designed to produce inequitable realities based on race, sex, class, religion, ability, sexual orientation and identity, skin color and ethnicity. In the keynote conversation and the following breakout session, we will examine how we, intentionally or not, participate in maintaining inequitable schools and how we can meet our responsibility to make change occur.

Frances E. Kendall, Ph.D.

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**Is Equity the New Coconut Water? Ensuring Success for all California Students**

Room: Poly Vista 1

Is equity the new coconut water? In this session, Ryan Smith, Executive Director of The Education–Trust West, will discuss the data on opportunity and achievement gaps in California that persist from K-12 schools through higher education. And, he will explore the choices that community colleges can make to help close those gaps, so that all students can succeed in college and beyond.

Ryan Smith, Executive Director, The Education Trust-West

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**How to help Foster Youth turn their dreams into degrees**

Room: Garden Vista

Youth who are removed from their parents due to abuse and neglect suffer from distinct educational disadvantages. While there are over 15,000 current and former foster youth enrolled at community colleges, very few successfully complete a degree or certificate. Various promising practices exist to change this reality but foster youth will need support and guidance from faculty and campus staff alike. Come learn more about what makes foster youth distinct from many other students and how you can help them turn their dreams into degrees.

Jessica Petrass, Project Manager, Foster Youth College Advancement Project, John Burton Foundation
BREAKOUT SESSION 2
Friday, November 18 | 2:20 - 3:20

Teaching Men of Color in the Community College
Room: Hillside West 1

Dr. Wood will share insights from his research with men of color and discuss practical strategies to support men of color and undeserved students. Teaching strategies, counseling strategies, and recommendations for planning and policy will be addressed.

J. Luke Wood, Ph.D., Co-Director, Minority Male Community College Collaborative

Facilitating Conversations on Race *
Room: Poly Vista 1

Equity, race, privilege, bias, and microaggressions: These are all important and necessary topics of discussion, but how does this dialogue occur without tension, anger, and fear? Come learn about the four stages of dialogue, setting norms, and recognizing the process, then develop a plan to further the conversation in your life and on your campus.

Paula Brown, Co-Coordinator, 3CSN Equity Project, Los Angeles Harbor College

Radically Transforming Mathematics Learning Experiences for ALL Students: Lessons from the Carnegie Math Pathways (Statway and Quantway) and Tacoma Community College’s Men of Distinction Program
Room: Garden Vista

This session will begin with an overview of goals for transforming mathematics learning and addressing equity. It will explore one college’s implementation of Statway as a case for achieving these goals. And it will encourage participants to consider approaches to addressing similar goals at their own institutions. The session will: Engage participants around "big ideas" for improving students’ persistence and success in developmental mathematics; Examine how Statway and Quantway address these ideas and result in greater success and a narrowing of the achievement gap; Explore how one college, working together with their Student Success Center, offers Statway for their Men of Distinction student cohort; Share suggestions of ways to address equity and achievement more intentionally within the various components of Math Pathways; Highlight how the Pathways' organization as a networked improvement community critically supports collective learning and action and is working collaboratively to support more equitable learning and outcomes in developmental math.

Karon Klipple, Ph.D., Executive Director, Carnegie Math Pathways;
John Kellermeier, Ph.D., Pathways Faculty Mentor and former Statway Faculty at Tacoma Community College Carnegie Math Pathways (Statway and Quantway) and Tacoma Community College’s Men of Distinction Program
BREAKOUT SESSION 3
Friday, November 18 | 3:30 - 4:30

**Spotlight Session**
*Room: Hillside West 1*

This session will highlight the successes and challenges encountered by campus programs that are designed and implemented to empower students from marginalized communities. How do we leverage our initiatives to ensure that students feel safe, welcomed, valued, connected, and engaged while pursuing their educational goals? What strategies are equity practitioners utilizing in classrooms, student services, campus programs, and online campus environments to address unique challenges experienced by students who are AB540, LGBTQ, multicultural, and those who have physical and mental health challenges?

Jessica Cristo, Ed.D., 3CSN
Marilyn Harvey, Ed.D., San Diego City College, Online Education Initiative (OEI)
Crystal Kiekel, Ed.D, Los Angeles Pierce College

**Facilitating Conversations on Race**
*Room: Poly Vista 1*

Equity, race, privilege, bias, and microaggressions: These are all important and necessary topics of discussion, but how does this dialogue occur without tension, anger, and fear? Come learn about the four stages of dialogue, setting norms, and recognizing the process, then develop a plan to further the conversation in your life and on your campus.

Paula Brown, Co-Coordinator, 3CSN Equity Project, Los Angeles Harbor College

**Strategies for Supporting Veterans**
*Room: Garden Vista*

Mt. San Antonio College shares how they developed a model Veterans program - from starting in a borrowed space in 2010, having to fight for every dollar, to advocating and securing a permanent space as the Veterans Resource Center in our newest Student Success building. Resources and services provided for student Veterans that aim to support our students as they transition from military life to the civilian world, as well as best practices in maintaining and building a successful Veterans Center, will be shared.

Chau Dao, Ed.D., Mt. San Antonio College

*Session Repeats*
Breakout Session 4
Saturday, November 19 | 11:00 - 12:00

Putting Equity-Mindedness into Practice *
Room: Poly Vista 1

This workshop will build participants’ capacity to be equity-minded practitioners. Specifically, participants will acquire tools and concrete strategies to: (1) approach their faculty roles—inside and outside of the classroom—with an equity mind-set; (2) engage in equity-minded instructional practices; and (3) conduct data-based inquiry as a means of reflective practice.
Lindsey Malcom-Piqueux, Ph.D.

Developing Your Equity Framework*
Room: Garden Vista

This workshop will identify key components of an equity framework, discuss the benefits for developing your conceptual framework, and ways to deepen your campus equity work.
Veronica A. K. Neal, Ed.D.

Breakout Session 5
Saturday, November 19 | 1:30 - 2:30

Putting Equity-Mindedness into Practice
Room: Poly Vista 1

This workshop will build participants’ capacity to be equity-minded practitioners. Specifically, participants will acquire tools and concrete strategies to: (1) approach their faculty roles—inside and outside of the classroom—with an equity mind-set; (2) engage in equity-minded instructional practices; and (3) conduct data-based inquiry as a means of reflective practice.
Lindsey Malcom-Piqueux, Ph.D.

Developing Your Equity Framework
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This workshop will identify key components of an equity framework, discuss the benefits for developing your conceptual framework, and ways to deepen your campus equity work.
Veronica A. K. Neal, Ed.D.

*Session Repeats
Many thanks to the everyone who helped create, plan and implement this event on behalf of our students and practitioners. Heartfelt thank you and special SHOUT OUT to Deborah Harrington, Jessica Cristo, Jeanne Costello, Betina Vallin, and Veronica Neal.

**Equity Project:**
Arnta Porter
Lauren Servais
Paula Brown

**Event Committee & Support**
Arnta Porter
Betina Vallin
Deborah Harrington
Jeanne Costello
Jessica Cristo
Lauren Servais
Paula Brown

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**3csn.org**

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**T H A N K Y O U**

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**Event Committee & Support**
Arnta Porter
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Paula Brown

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**SAVE the DATES: 2016-2017**

For the most up-to-date information and to register for any of the events listed here, go to: 3csn.org/201617Events

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**Achieving the Dream LA Regional Summits**
10/21/16 LA TAP – LA City College
3/24/17 LA MESA
5/19/17 LA Harbor College

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**BSSI Kickoffs for Integrated Student Success**
9/9/16 BSSI Kickoff – LAC/SD
9/9/16 BSSI Kickoff – LA Urban Center
9/9/16 BSSI Kickoff – LA Harbor College

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**BSSI Coordinator Meetings**
5/11/17 BSSI Meeting – LA Urban Center
5/11/17 BSSI Meeting – LA Urban Center

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**BS Student Outcome Transformation Support Events**
Spring 2017: LAUP – LAUP College
Spring 2017: LAUP – LAUP College

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**Equity Project**
9/23/16 Equity Project – LAUP College
10/13/16 Equity Project – LAUP College
10/14/16 Equity Project – LAUP College
11/18/16 Equity Project – LAUP College
12/8/16 Equity Project – LAUP College
1/16/17 Equity Project – LAUP College
3/16/17 Equity Project – LAUP College
4/14/16 Equity Project – LAUP College
4/15/16 Equity Project – LAUP College
6/9/16 Equity Project – LAUP College

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**Habits of Mind (HoM)**
6/9/16 Glendale College
9am-12pm

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**PD Coordinator Support Events**
Spring 2017: LAUP – LAUP College
9am-12pm

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**Reading Apprenticeship Project (RAP)**
Introduction to RA Workshops (1/2 day & 1-day)
1/17/16 LAUP – LAUP College
1/18/16 LAUP – LAUP College
1/19/16 LAUP – LAUP College

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**Strengthening Student Success: Post-Conference Sessions**
5/17/16 LAUP – LAUP College
10am-12pm

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**Threshold Project**
9/23/16 LAUP – LAUP College
9am-12pm

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Please join us for our upcoming events.

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