Grabbing Third Rails

Courageous Responses to Closing Our Equity Gaps

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Areas of Focus and Key Takeaways

• Implicit Bias Awareness Training
  • Understanding What Implicit Bias Is and How to Address It
  • How to Engage in Continuous Improvement

• Poverty-Related Barriers to Student Success
  • How to Understand These Barriers
  • How to Remove These Barriers by Implementing Relevant, Substantive Staffing and Infrastructure

• Addressing Quality Instruction
  • The Purpose and Function of Faculty Institutes
  • How to Empower and Reward Faculty Who Engage Students with the “pedagogy of ‘real talk’”
Implicit Bias Awareness in Institutional Context

• Operation 100%
• “Committing to Equity and Inclusive Excellence”
• Gateways to Completion
• Strengthening Quality Teaching and Learning
• Becoming a Student-Ready College: “All hands on deck”
Implicit Bias Awareness: Coming Clean

• It’s Okay To Be Different…
• As Long As You’re Not
• So, Coming Clean—it’s Okay, As Long As We Remain Aware and Active
• Implicit Association Test (IAT) https://implicit.harvard.edu
• There’s Somethin’ Happenin’ Here…
  • “It’s Okay to be Different, As Long As You’re Not” http://www.academia.edu/27393478/Its_Okay_To_Be_Different_As_Long_As_Youre_Not
  • “Driving Campus Diversity One Decision at a Time” (Liberal Education Fall 2016) http://www.aacu.org/liberaleducation/2016/fall/davies
Implicit Bias Awareness: Moving Forward Positively

- “Project Implicit” [https://implicit.harvard.edu/implicit/aboutus.html](https://implicit.harvard.edu/implicit/aboutus.html)
- Implicit Bias—What Is It?
- Strategies for Keeping Implicit Bias in Check
- Moving Forward with Training
  - Project Implicit Consultant
  - Continuous Improvement Training for Faculty
    - Ronald Takaki—Challenging the Master Narrative
    - Continuous Improvement Training for Other Employees
- Listen to the Music, or, the Case for Blind Auditions [http://uvasearchportal.virginia.edu/?q=implicit_bias_case_study](http://uvasearchportal.virginia.edu/?q=implicit_bias_case_study)
- Implications for hiring, teaching, student and employee support, and…?
education across barriers

Creating a Systematic Approach to Poverty in Higher Education
Why a poverty initiative?
<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
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<tbody>
<tr>
<td>64%</td>
<td>First-Generation</td>
</tr>
<tr>
<td>61%</td>
<td>Part-Time</td>
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<tr>
<td>54%</td>
<td>Minority</td>
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<tr>
<td>63%</td>
<td>Female</td>
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<tr>
<td>1.7</td>
<td>Jobs</td>
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<tr>
<td>66%</td>
<td>Developmental Ed</td>
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<tr>
<td>2016/2017 Current Student Needs</td>
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<td>---------------------------------</td>
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<tr>
<td><strong>School Needs</strong></td>
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<tr>
<td>• Tuition, Scholarships, etc.</td>
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<tr>
<td><strong>Shelter</strong></td>
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<td><strong>Transportation</strong></td>
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<td><strong>Childcare</strong></td>
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<td><strong>Utility Assistance</strong></td>
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<td><strong>Counseling</strong></td>
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<tr>
<td><strong>Food</strong></td>
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<td><strong>Legal Services</strong></td>
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<tr>
<td><strong>Financial Literacy</strong></td>
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<tr>
<td><strong>Career &amp; Employment Services</strong></td>
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</tbody>
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Interventions

• Advocacy & Resource Center
  • Food Pantry, Clothing Closet, Social Services, Adult Student Program, Resource Fair
• AC Counseling Center
• AC Legal Services
• Coaches & Champions Mentoring Program
• AC Career & Employment Services
  • Career Counseling, Financial Literacy, Texas Workforce Commission: Workforce Solutions
• Early Alert System
  • Ellucian Retention Alert System, Classroom Attendance Tracker
Advocacy and Resource Center
Social Work Interns

- Approved field placement site for Undergraduate and Master’s level interns
  - Hours Per Week for Bachelors-Level Intern: 28 - 35
  - Hours Per Week for Masters-Level Intern: 16 - 20

- Interns from West Texas A&M University & University of Texas at Arlington

- No cost to Amarillo College – Annual Savings of $75K
Vision for the Future

• Transportation partnership with Panhandle Community Services

• Lil’ Badgers Childcare Initiative

• Impact analysis of Poverty Initiative
  Fall 2016 Data (August – November)
  • Social Services – 233 students
  • Adult Students Program – 184 students
  • Food Pantry – 239 students
  • Clothing Closet – 9 students
What is ‘REAL’ Talk

POWERFUL

Focuses on establishing and deepening our connections with students

hernandez.realtalk@gmail.com
What is “REAL” Talk

Instructor-led discussions based on a series of broad, engaging universal themes to motivate student-oriented outcomes.
Successful Individuals Become Comfortable in Uncomfortable Situations
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