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| **Reach new community members in N. Fair Oaks, Belle Haven, and East Palo Alto, especially BIPOC communities** |
| **Challenges** | **Possible Solutions/Actions** | **Lead on Next Steps** |
| Better understand and connect with these communities | * Work with trusted community leaders/partners to help to build relationships and connection with the community (attend events, workshops, overall community presence): College Track, JobTrain, Boys & Girls Club, faith-based communities
* Faculty engagement in our communities is so important (e.g., Star Party); how can we support more of it? Reassigned time? Role of Guided Pathways Faculty Leads?
* Improve access to important material and events by offering it in multiple languages
* Staff are supported with OT pay for attending events after hours and on weekends
* Hold more events – even Flex Days – in the community so that faculty and staff can get to know our communities better.
 | * SSPC/Outreach
* SSPC/IPC?
* Marketing/Outreach
* Cabinet/Outreach
* Marketing/Outreach
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| Strengthen existing programs serving these communities | * Umoja – the entire campus needs to be ready to welcome and support BIPOC students who are part of our new Umoja program (and other programs serving these communities)
* Men of Color program
* Dream Center
* Veterans Center
* Scale and increase the diversity of students participating in Middle College
 | * Umoja Leads
* SSPC
* Dream Center
* Veterans Center
* Middle College Team
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| Create more visibility for Cañada in these communities | * Wear Cañada gear whenever we are in the community
* Elevate our athletic events and games to bring community members to see our teams compete.
* Promote “Free College”!
 | * SSPC/Outreach
* KAD/Marketing/Outreach
* Marketing/Outreach
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| Improve access to programs and employers important to members of these communities | * Bolster our offerings at the Menlo Park and future JobTrain/EPA sites (courses, programs – credit and not for credit)
* Strengthen employer partnerships to demonstrate the college-to-career connections possible via our programs (be deliberate about working with employers actively seeking to hire Black people and Black men in particular.
 | * VPI/Strong Workforce Program
* VPI/Strong Workforce Program
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