

# President's Welcome



**Kim Lopez**

Interim College President

# Welcome New Faculty & Staff

**Claudia Alvarado** - Career Resources Counseling Aide

**Dr. Wissem Bennani** - Interim Dean, Enrollment Services & Support Programs

**Breanna Castro** - Financial Aid Technical Support Specialist

**Marcos Chacon, Jr.** - Personal Counselor

**Olivia Cortez-Figueroa** - College Recruiter

**Dr. Damany Fisher** - Regional Director, Special Projects

**Vincent Fitzgerald** - Learning Center Instructional Aide II

**Andrea Garcia-Rittgers** - Interim Director of Financial Aid Services

**Nallely Gonzalez** – Welcome Center Office Assistant II

**Eddy Harris** - Head Men's Basketball Coach/Kinesiology Instructor

**Nicole Kelly** - Regional Director, Global Trade

**Kenna Klass** - STEM Retention Specialist

**Maria Lara-Blanco** - Interim Registrar

**Michael Limm** - Biology Instructor

**Betzaida Lomeli Lopez** - Financial Aid Technician

**Kristi Longoria** - SparkPoint Coordinator

**Kim Lopez** - Interim President

**Kiran Malavade** - English Instructor

**Jose Manzo** - EOPS Counselor

**Rosa Moncada** – VROC/Welcome Center Program Services Coordinator

**Nicolette Navarrete** – DRC/PCC Office Assistant II

**Jannet Rios** - Dream Center Program Services Coordinator

**Alessandro Riva** - Web Programmer Analyst

**Mercedes White** - Program Services Coordinator

# New Employee Orientation now in Canvas!

<https://smccd.instructure.com/courses/33551>



# Cañada College – 30 Years Service Awards



**Evan Innerst**

Professor, Mathematics



**José Romero**

Program Services Coordinator,  
EOPS/CARE/CalWORKs



**Paul Roscelli**

Professor, Economics and  
Advisor, Phi Theta Kappa



# Cañada College – 25 Years Service Awards



**Althea Kippes**

Associate Professor, Business/Paralegal  
and Paralegal Program Coordinator

# Cañada College – 20 Years Service Awards



**Douglas Hirzel**  
Professor, Biology



**Deborah Joy**  
Executive Assistant,  
Office of the Vice  
President of  
Student Services



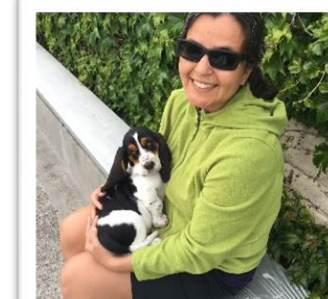
**Raymond Lapuz**  
Professor,  
Mathematics



**Monica Malamud**  
Professor,  
Spanish and  
Linguistics



**Katherine Schertle**  
Professor, ESL



**Yolanda Valenzuela**  
Professor, English

# Cañada College – 10 Years Service Awards



**Aricka Bueno**

Counselor, College  
for Working Adults



**Hyla Lacefield**

Dean, Business,  
Design and  
Workforce Division



**Sandra Mendez**

Counselor



**Elsa Torres**

Associate Professor,  
Interior Design

# Tenured Faculty: 2020 & 2021

## 2020



**David Eck**  
Humanities and Social  
Sciences



**David Monarres**  
Science, Technology, and  
Math



**Chris Rico**  
Counseling

## 2021



**Sumathi Shankar**  
Science, Technology  
and Math



**Maureen Wiley**  
Humanities and Social  
Sciences



# ASCC President Welcome



**Xitlali Curincita**

Student Senate President  
Middle College Student

# Academic & Classified Senate Presidents Welcome & 2020-21 Highlights and Progress



**David Eck**

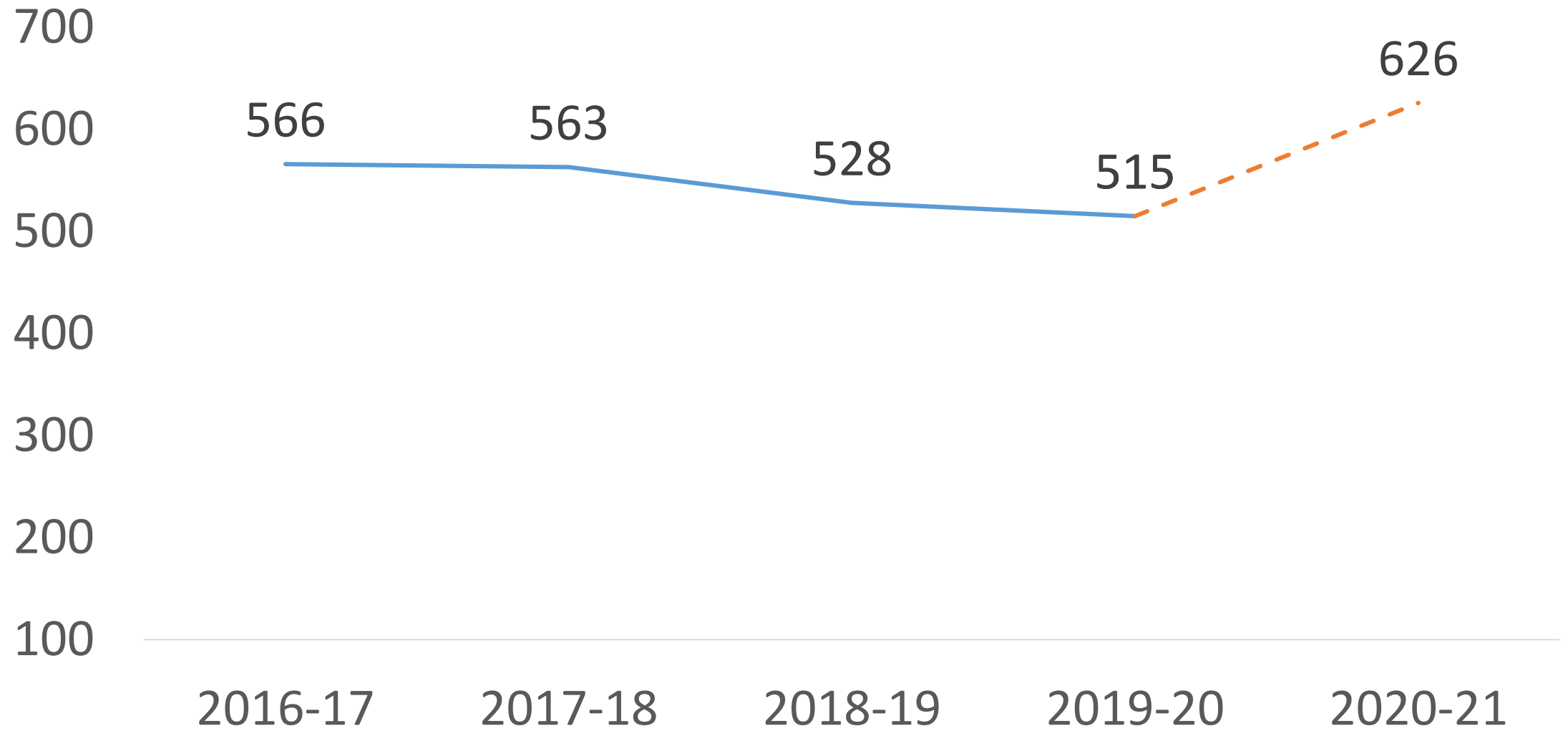
Academic Senate President  
Professor, Philosophy



**Roslind Young**

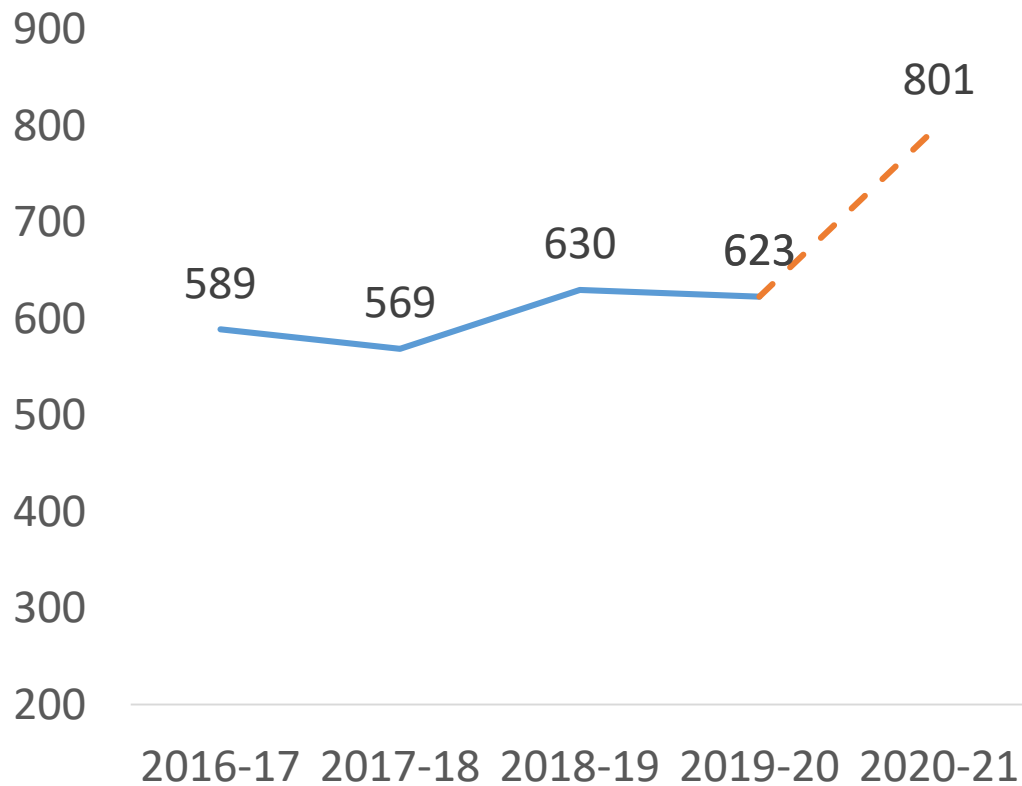
Classified Senate President  
Lab Technician (Sciences)

# Total Graduates: 2020 & 2021

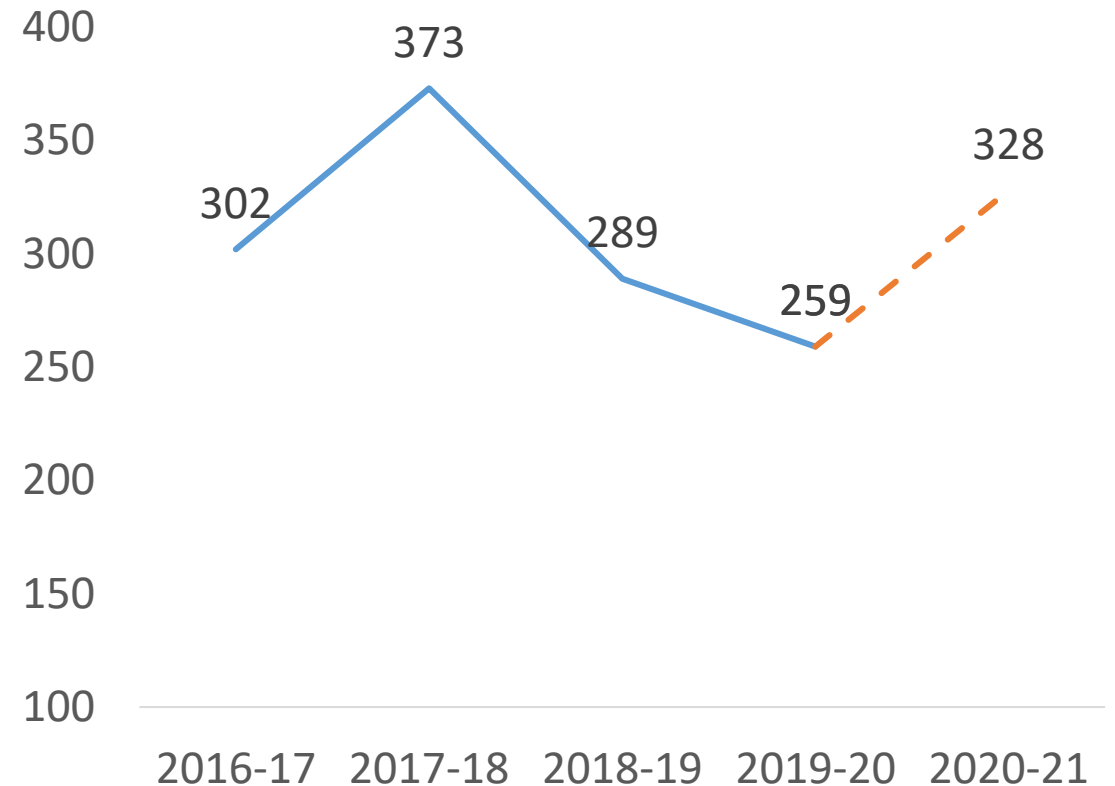


# Degree and Certificate Awards: 2020 & 2021







## Degree Awards



## Certificate Awards





2020-21 Priority	Status	Highlighted Accomplishments
Improve Student Completion	 <p>40%</p>	CRM live for counseling. All support services now online.
K-12 & Adult School Partnerships	 <p>20%</p>	Two CRER and 3 ECE sections will be offered at high schools this fall.
Enhance Marketing	 <p>50%</p>	Student-led website redesign. Enrollment campaigns in two languages.
Implement Professional Learning Plan	 <p>40%</p>	72 faculty completed QOTL. 21 faculty and staff participated in USC Racial Equity Alliance e-convenings and shared learnings at Flex. CORA Learning.
Promote a Climate of Inclusivity	 <p>40%</p>	Monthly Community Read events. New Employee Orientation. Interest Area Success Team pilot.
Institutionalize Effective Structures to Reduce Obligation Gaps	 <p>40%</p>	Interest Area Success Team pilot. Colts Con expansion. Retention Specialists formed a “community of practice” to align supports.

# Additional Highlights: 2020 & 2021

- **Ethnic Studies program**

- All submitted courses were transfer approved
- FT Faculty search re-starting this Fall semester
- Special thanks to Profs. Gaines, Iyenagar, Ware, Palmer, and Tedone-Goldstone. And also to former President Moore and VPAS Mendoza.

- **Umoja program**

- Flex Day session (August 17, 1-2:30pm): Tom Dewit on “How to Umoja-ify Your Teaching”
- Special thanks to Profs. Ware, Hoffman, Terzakis, and Aranyukal. And also to Dean Carranza and VPI Robinson.

# Return to Campus



**Tammy Robinson**

Vice President of Instruction



**Manuel Alejandro Pérez**

Vice President of  
Student Services



**Graciano Mendoza**

Vice President of  
Administrative Services

# Return to Campus

- **Returning On-site.**
  - *Administrators, Managers and Supervisors*
  - *Classified Personnel*
  - *Faculty*
- **Vaccines are Required.**
- **Face Coverings are Required.**
- **Buildings are Cal/OSHA Compliant and Clean.**
- **Personal Protective Equipment available from the campus Public Safety Office.**
- **Requesting Accommodations.**

DISTRICT Return to Campus website:

<https://smccd.edu/return-to-campus/index.php>



# Recovery with Equity: Our Community

## A two-tiered pandemic

- Upper income workers mostly remained employed and are now seeing dramatic wage increases
- Lower income workers saw steep employment declines and now more modest wage increases
- 13.7% of San Mateo County rental households were behind on paying rent as of early July.
- San Mateo County has experienced the largest increase in food stamp enrollment in the state since January 2020, with a 41 percent jump in the number of people here relying on CalFresh.



North Fair Oaks Mural depicting the history of the area

# Redwood City & North Fair Oaks Community Needs Assessment: Key Takeaways

## HEALTHCARE INSECURITY

- Always has been high (20-25%) but has not increased as much as other unmet needs since COVID.

## FOOD INSECURITY

- Increased dramatically and remains relatively high (15%), despite widespread awareness of multiple services.

## HOUSING INSECURITY

- Affects one-third of renters (30-35%), with a small but meaningful portion (7%) under eviction threat.



Spanish language respondents are six times as likely to be food insecure and twice as likely to be housing insecure

# Equity & Antiracism: Guided Pathways

## Creating a sense of belonging and connection

### DIGITAL DIVIDE

Most pronounced for high-quality technology, for example:

- Lack of installed internet (15-30%)
- Lack of a home computer (20-40%)

### DISTANCE LEARNING

Top challenges include:

- Lack of private workspace (22%)
- Insufficient support from teachers or school staff (20%)

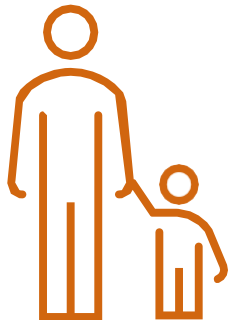


# Equity & Antiracism: Guided Pathways

## Creating a sense of belonging and connection

### SECOND SHIFT

- Most full-time workers (55%) are caring for children more than 8 hours a day.



### INCOME









- Unemployment and furlough rates have doubled since COVID.





# Cañada: changing enrollment patterns during COVID...

Of our home campus students, changes from Fall 2019 to Fall 2021:

	ESL	3% down from 12% (149 total in Fall 21)
	Low Income	36% down from 48%
	First Time	13% down from 16%
	Continuing	66% up from 55%
	Female	66% up from 60%; Male: 30% down from 37%
	Degree/Transfer Seeking	66% up from 60%
	Exploratory	15% down from 22%
	K-12 Students	6% down from 8%

Overall, no significant shifts or disproportionate impact by age or race/ethnicity.

However, our low income students are disproportionately Black and/or Latinx

Home campus is defined by the SMCCCD college from which the student is seeking a degree or certificate.

# Recovery with Equity: Guidance

## State & System Guidance

- [Recovery with Equity](#)
- [Vision for Success: Call to Action](#)
- [Diversity, Equity & Inclusion Integration Plan](#)
- [Guided Pathways:](#) more \$\$ and time
- [Student Equity & Achievement Program:](#)
  - more \$\$
  - [Center for Urban Education \(CUE\)](#) feedback for our 2022-25 SEAP

## Cañada College Guidance

- [College Mission, Vision & Values](#)
- [Guided Pathways implementation](#)
- [Student Equity & Achievement Plan](#)
- [College Antiracism Task Force Recommendations](#)
- [Cultural Center Focus Group Recommendations](#)
- [Faculty, Staff, Student Survey Results](#)
- [National Assessment of Collegiate Campus Climates](#) (NACCC) student survey results (expected September)

Equity & Antiracism Area of Focus	Recovery with Equity (CA)	Chancellor's Call to Action	College & District Antiracism TF Recs	Cultural Center Focus Group Recs	Guided Pathways	Student Equity & Achvmnt Plan	EMP Strategic Initiative	Progress last year
Hiring	X	X	X	X				X
Professional Development	X	X	X	X				X
Create a sense of belonging	X			X	X	X		X
Ensure channels for safe reporting and addressing instances of microaggression, harassment or discrimination	X		X	X				
Re-envision curricula across disciplines to be antiracist and equity-centered	X	X	X					
Integrate work-based learning throughout the disciplines	X				X	X		
Work with our K12 partners to identify and dismantle barriers to A-G and early college course completion for all learners	X				X	X	X	X

# Cañada Antiracism Task Force Recommended

## Actions (approved by PBC)

Activity/Action	Lead(s)	Audience/Participants	Timeline	2021-2022 Plans
Classified Antiracism Professional Development	Prof. Learning Comm. Classified Senate	All Classified (represented and not represented)	Fall/Spring Flex	Flex preparation and review by Prof. Learning Comm.
College Community Read	PBC President	Collegewide	Completing Year One 2020 - 2021	Pending PBC review and approval
College Mission, Vision, and Values	PBC	Collegewide	ongoing	Align with District Council on Antiracism recommendations; connect to EMP review process
Colts-Con Antiracism Workshops	Guided Pathways Faculty & Steering Committee	All new students	Summer	Summer 2021 launch (in progress)
Consultant	PBC Equity & Antiracism Leadership Group	Equity & Antiracism Leadership Group	2021 – 2022	Extending timeline into 2021-2022AY
Equity & Antiracism Leadership Group (institutionalize task force)	PBC	ACES Antiracism Task Force	ongoing	Pending PBC review
Ethnic Studies	Academic Senate, PBC, Vice Pres of Instruction	Students	ongoing	2021-2022 hiring in process
Faculty Antiracism Professional Development	BSM Core Group, Equity & Antiracism Leadership Group; Professional Learning Community	Cohort Faculty (Adjunct, Long-term Temp, Tenure and Tenure-track)	Summer (cohort) Fall & Spring Flex Spring (application)	Summer 2021 launch of CORA Learning Institute on Racial Equity Lens in Course Design
Management Antiracism Professional Development	President and Vice Presidents	All Classified and Administrator Managers	Summer	Summer 2021 Management Training
UMOJA Program	BSM Core Group Academic Senate PBC	Collegewide	Phase-in Approach 2021-2022	Summer/Fall 2021 program resources and curriculum build-out
Web Presence – enhanced and updated	Marketing Team Equity & Antiracism Leadership Group	Collegewide	Ongoing updates	Additional update before end of Spring 2021 semester

# District Antiracism Council

**The SMCCCD Antiracism Council is focusing on three areas:**

- 1) District Policies and Procedures like the District's mission, vision statement and common antiracism glossary.
- 2) Curriculum, infusing cultural relevant teaching in curriculum, audit of curriculum courses.
- 3) Equal Employment Opportunity focusing on antiracism professional development courses for employees known as IDEAL – Inclusion, Diversity, Equity, Antiracism Leadership. Employees will be able to take courses that enrich their understanding of the above areas and how to incorporate them into practice.



# Other Campus Efforts

- Antiracism Foundational Workshop for Students (Colts Con 2021)
- ACES Professional Development Cohort about “Course Design on Racial Equity” by Center for Organizational Responsibility and Advancement (CORA)
- To build a culture of inclusion:
  - Latinx Heritage Month month-long programming (2020 and 2021)
  - Black Heritage Month programming (Dr. Cornel West)
  - Personal pronouns updates for rosters and Banner platforms
  - Antiracism Community Read
  - Expanded Safe Zone to include student sessions in addition to faculty/staff/managers, and intentional focus on antiracism
- New Ethnic Studies program and faculty hire
- New Umoja program
- Antiracism Task Force at College; Connection to District Antiracism Council
- Year-long participation (2020-21) in the California Community College Race and Equity Alliance organized by USC Race and Equity Center: e-convenings in which 35 faculty and staff participated



CLP | Career  
Ladders  
Project

# Cultural Center Focus Groups

## Cañada College

August 17, 2021

### Speakers

Michelle Simotas, CLP

Luis Chavez, CLP

Julian West, CLP

# CLP Team

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Luis Chavez  
Senior Director



Michelle Simotas  
Director



Julian West  
Director



## About CLP

Career Ladders Project promotes equity-minded community college redesign.

We collaborate with colleges and their partners to discover, develop, and disseminate effective practices. Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

# Purpose of the Focus Groups

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The goals of the focus group were to develop a better understanding of the needs of the college community

This will support the college to move forward to:

- Create a cultural center on campus
- Be more supportive of racial and ethnic groups represented in the community
- Be more intentional in the anti-racist work at the college



# Focus Groups

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- Hispanic/LatinX
- Black/African American
- Asian American/Asian American/Pacific Islander
- LGBTQI
- Immigrant/Migrant/International
- General/non-specific
- 24 students
- 3 faculty
- 10 staff

# Key Findings

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**Black/African American students, students, faculty, and staff**

Shared feelings of disenfranchisement, lack of community, and lack of representation.

# Key Findings

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## **Immigrant/Migrant/International**

Shared feelings of exclusion for a lack understanding around events, words, or phrases considered racist.

# Key Findings

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## **Hispanic/LatinX**

Expressed a need to develop cultural competency in the college community around mixed race and intersectional identities

# Key Findings

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## **Asian American, Native American, and Pacific Islander**

Expressed concern that their culture is overshadowed, especially Native American culture, by those with larger representation



# Recommendations for the Cultural Center

1. Dedicate resources to support the Black/African American community
2. Plan programming, speakers, and events that address issues of racial bias and racial discrimination
3. Hire and train a diverse team of student ambassadors and mentors
4. Hire dedicated staff to make the cultural center a warm and welcoming place on campus

# Recommendations for the Cultural Center

5. Provide all staff with diversity and inclusion training the equips them to manage situations where anti-blackness and microaggressions occur.
6. Leverage the cultural center as a place to develop student leaders.
7. Gather more input and feedback on the visual representations of cultures for the cultural center and campus.
8. With a cross-functional and racially diverse team of students, faculty, and staff, explore cultural centers at other colleges to gather ideas about aesthetic, programming, values, and management.

# General Recommendations

1. Explore ways to make the college campus more visually welcoming and inviting to the diverse community through murals and activities that represent and appreciate the cultures of the student body.
2. Dedicate resources for faculty professional development on supporting diverse students in the classroom.
3. Explore ways to revise faculty and staff hiring practices that recognize both traditional and nontraditional experiences and qualifications to ensure a diverse pool of faculty and staff applicants.

[LChavez@careerladdersproject.org](mailto:LChavez@careerladdersproject.org)  
[MSimotas@careerladdersproject.org](mailto:MSimotas@careerladdersproject.org)



Thank you!

[www.careerladdersproject.org](http://www.careerladdersproject.org)



# Leadership Retreat Report Out

Thank you to the more than 40 faculty, staff and student leaders who participated in our Leadership Retreat this year!

Held on Zoom on August 11 & 12, 2021

All materials are posted here:

<https://canadacollege.edu/plans/leadership-retreat.php>



# Leadership Retreat Report Out

This year we propose a focus on

“Recovery with Equity”

that, with equity and antiracism as our overarching priority, builds on and helps fully implement our existing strategic initiatives

# Proposed priority... supports these EMP strategic initiatives

Improve our internal policies and processes

- Promote a climate of inclusivity
- Institutionalize effective structures to reduce obligation gaps
- Implement professional learning plan
- Create process for innovation

EMP  
Goal 3

Fully implement all aspects of Guided Pathways

- Implement Guided Pathways
- Develop clear pathways
- Improve student completion
- K-12 & Adult School partnerships; Partner with 4-year colleges & universities
- Connect students with Internships, etc; Build relationships with employers
- Institutionalize effective structures to reduce obligation gaps

EMP  
Goals  
1,2,3

Focus on key aspects of strategic enrollment management to enhance equity in access and completion

- Improve student completion
- Institutionalize effective structures to reduce obligation gaps

EMP  
Goals  
1 & 3

# Equity and Antiracism: Internal Policies and Processes

- **PRIORITY ACTION 1:** Address diversification of faculty and staff hiring practices that recognize both traditional and nontraditional experiences and qualifications and reach out to a broader pool of applicants to ensure a diverse pool of faculty and staff applicants.
- **PRIORITY ACTION 2:** Support faculty to re-envision curricula and pedagogy across disciplines to be antiracist and equity-centered in order to support diverse students in the classroom.
- **PRIORITY ACTION 3:** Create an Equity and Antiracism Leadership Group to help monitor and support the implementation of the Antiracism Task Force and Cultural Center focus group's recommendations and to remove barriers to students' registration and enrollment, with a strong emphasis on BIPOC, LGBTQIA+, low income, disabled, undocumented and historically marginalized/minoritized students.

# Equity & Antiracism: Guided Pathways

## Creating a sense of belonging and connection

- **PRIORITY ACTION 1:** Fully implement the Success Teams and the ability of lead faculty, retention specialists, counselors and others to ensure all students with a strong emphasis on BIPOC, LGBTQIA+, low income, disabled, undocumented and historically marginalized/minoritized students (communities disproportionately impacted during the pandemic) get consistent support and messaging across special programs and Interest Areas
- **PRIORITY ACTION 2:** Reimagine pathways for our part-time students to ensure they feel as connected and supported as full-time students
- **PRIORITY ACTION 3:** Support a variety of student journeys and adopt a student-centered approach to defining access and success.

# Equity & Antiracism: Guided Pathways Pathways from K-12 to Careers

- **PRIORITY ACTION 1:** Orient more Cañada, K-12 and community partners about the benefits of early college experiences and dual enrollment and scale opportunities for both.
- **PRIORITY ACTION 2:** Develop dual enrollment and early college outreach campaigns and courses to match the needs of our feeder school districts with high concentrations of Black, Indigenous and People of Color communities.
- **PRIORITY ACTION 3:** Bring more folks to campus: Kindergarteners, Middle School students, High School students, and community members. Programs such as KinderCaminata, Cal Day, and other community oriented events build connections to the community.

# Equity & Antiracism: Strategic Enrollment Management

- **PRIORITY ACTION 1:** Create a student-first course schedule that creates course taking options and flexibility (and reduces course conflicts so that students can get the courses they need). Explore course modality choices; explore moving to two, 8-week sessions per term rather than one, long 17.5 week term).
- **PRIORITY ACTION 2:** Create more degree and certificate programs available nights, weekends, and 100% online/hyflex for cohorts of students who we support like we do College for Working Adults students
- **PRIORITY ACTION 3:** Bolster our ability to increase the number of our home campus students who receive Pell grants. (We have about 2500 CCPG B students (2500 low income students) yet only 800 receive Pell grants).

# 2021-22 Annual Plan Next Steps

- PBC to consider this set of priority actions for 2021-22 at their meetings in September
- Upon approval, we move to implementing our Annual Plan!



# Educational Master Plan Process & Timeline

## Education Master Plan: 2017-2022

*Year 1*  
2017-18

*Year 2*  
2018-19

*Year 3*  
2019-20

*Year 4*  
2020-21

*Year 5*  
2021-22

*Strategic Enrollment Planning*

**Strategic Enrollment Management Plan: 2020-23**

*Year 1*  
2020-21

*Year 2*  
2021-22

*Year 3*  
2022-23

**College Committee Planning**

*Align 3-year planning as appropriate per committee*

Annual Strategic  
Plan  
(operational)

Annual Strategic  
Plan  
(operational)

Annual Strategic  
Plan  
(operational)

# Educational Master Plan Timeline

Winter 2021

PBC names EMP Task Force Members

Spring 2021

EMP Task Force evaluates 2017-22 EMP

September 2021

SCUP Training in Strategic Planning

October 2021

Mission, Vision, Values Update

October 2021

EMP TF considers "Internal Scan"

November 2021

EMP TF considers "External Scan"

December 2021

College Councils provide input on challenges and opportunities

February 2022

Town Hall

February 2022

EMP Retreat: Set goals and new strategies

March 2022

Campus constituents provide input on draft EMP

April 2022

PBC considers draft EMP

May 2022

PBC adopts new EMP for 2022-27

# EMP Task Force Information

- All meetings open to everyone
- Agendas, Zoom links, meeting materials and minutes are posted here: <https://canadacollege.edu/emp/meetings.php>
- Data and other resources EMP Task Force will be considering are posted here: <https://canadacollege.edu/emp/emp-data.php>

# Connecting with Our Students and Colleagues

- It's never been easier to lose sight of what matters most to us as educators
- Possible goals for you to consider:
  - Write a recommendation letter for one of your students.
  - Write one more recommendation letter for students than you did last Fall
  - Convince a student to join one of our Honors Programs
  - Convince a student to become a tutor
  - Convince a student to join a college community, such as ASCC or a Club
  - Nominate a colleague for a statewide award or a college award
  - Tell your Academic and Classified Senate officers how good of a job they're doing

# Campus-wide Discussion

Q&A



**Flex Day**