

# Equity @ Queensborough

Helping Black, Latinx, and Limited-Income Students at High-Performing iPASS Colleges:  
An Exploration of Support Practices  
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**QUEENSBOROUGH**  
COMMUNITY COLLEGE

**CU**  
**NY**



LAYING GROUNDWORK

# 2020-2022: FOUNDATIONAL YEARS

01

**The Work:** Create shared understanding and make the work belong to everyone

02

**The Skills:** Invest resources to develop capacities

03

**The Dialogue:** Create a forum to nurture racial literacy

04

**The Tools:** Identify and develop the tools to assess progress

**The Work:  
It belongs to everyone**



# ACROSS MULTIPLE POINTS OF CONTACT WITH THE INSTITUTION, EQUITY GAPS EXIST FOR BLACK AND LATINO MALES

Some of the metrics include:

- One-semester and one-year retention rates
- Three-year graduation rates
- Student transfer rates
- GPA above a 2.0
- Credit accumulation in the first year
- Completion of gateway English and Math courses in the first year



2021-2026  
Strategic Plan



# Strategic Plan: Three Focal Areas

## Campus Culture

Goal: Create a campus climate that is respectful, affirming and inclusive



Black and Latino Males



## Curriculum/ Instruction

Goal: Close equity gaps in retention and graduation rates



## Student Engagement

Goal: Create belonging and community through welcoming and inclusive practices



# Student Engagement

## Main Key Performance Indicator (KPI)

First-time, full-time, first-year students fall-to-fall retention rate will increase from **61.5%** (fall 2019 cohort) to 75% (fall 2025 cohort).

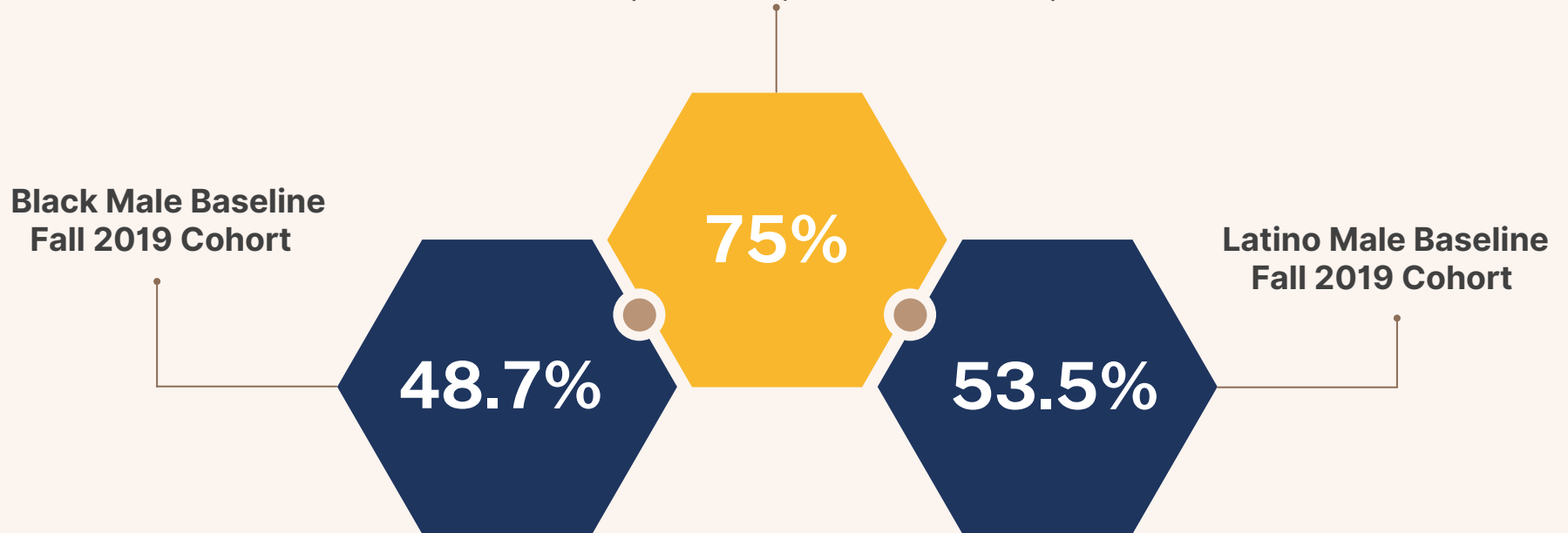
Black Male Baseline  
Fall 2019 Cohort

48.7%

75%

53.5%

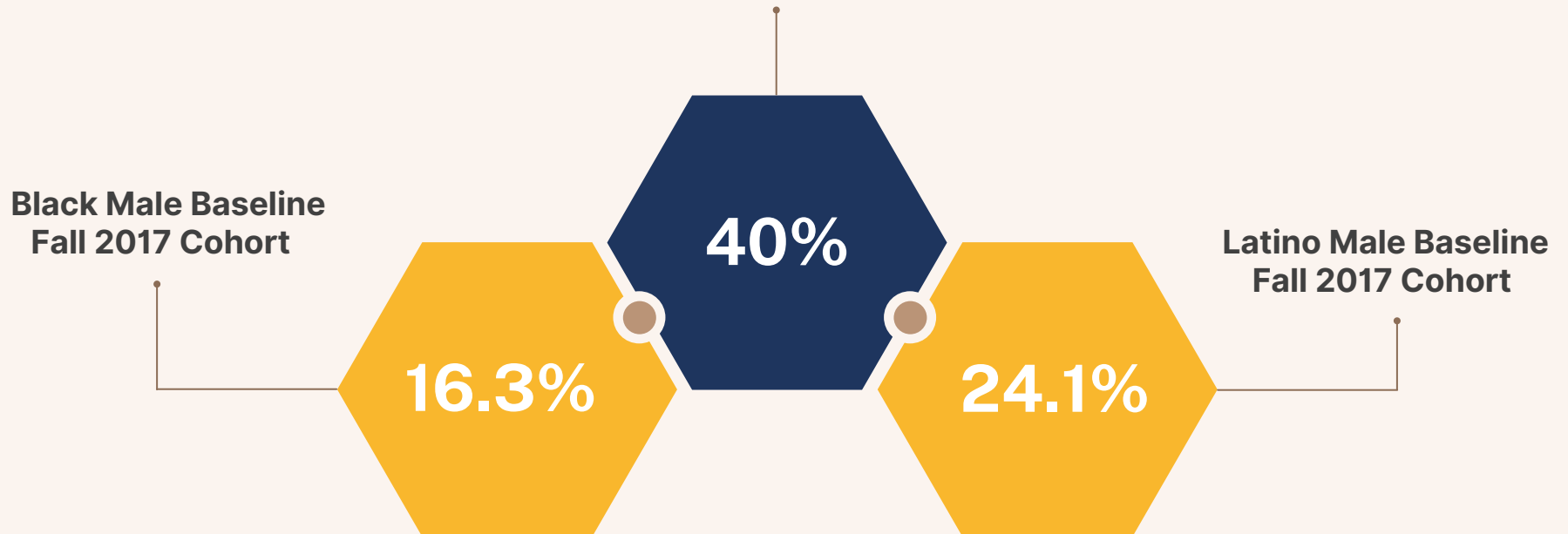
Latino Male Baseline  
Fall 2019 Cohort



# Curriculum and Instruction

## Main Key Performance Indicator

The three-year graduation rate will increase from 29.2% (fall 2017 cohort) to 40% (fall 2025 cohort).





**The Skills:  
Capacities need to be developed**

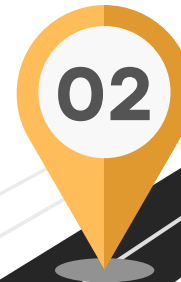
# Operationalizing the Strategic Plan

## Professional Development

Builds the capacity to identify gaps and develops the skills to address them

## Required Reporting

Facilitates alignment of efforts. Nurtures reflection from each area regarding how their work aligns with the college-wide equity goals



## Continuous Improvement

Promotes environment that welcomes innovation



Skills needed to be equity practitioners



This are the tags related to "equity practitioner"

Power

Skill

Motivation

Competence

Teamwork

Communication

Competence

Responsibility



# **The Dialogue: Build relationships and develop racial literacy**

# Truth, Racial Healing and Transformation Campus Center

## American Association of Colleges & Universities (AAC&U)

QCC is the only school in NYC selected to host an AAC&U TRHT Center.

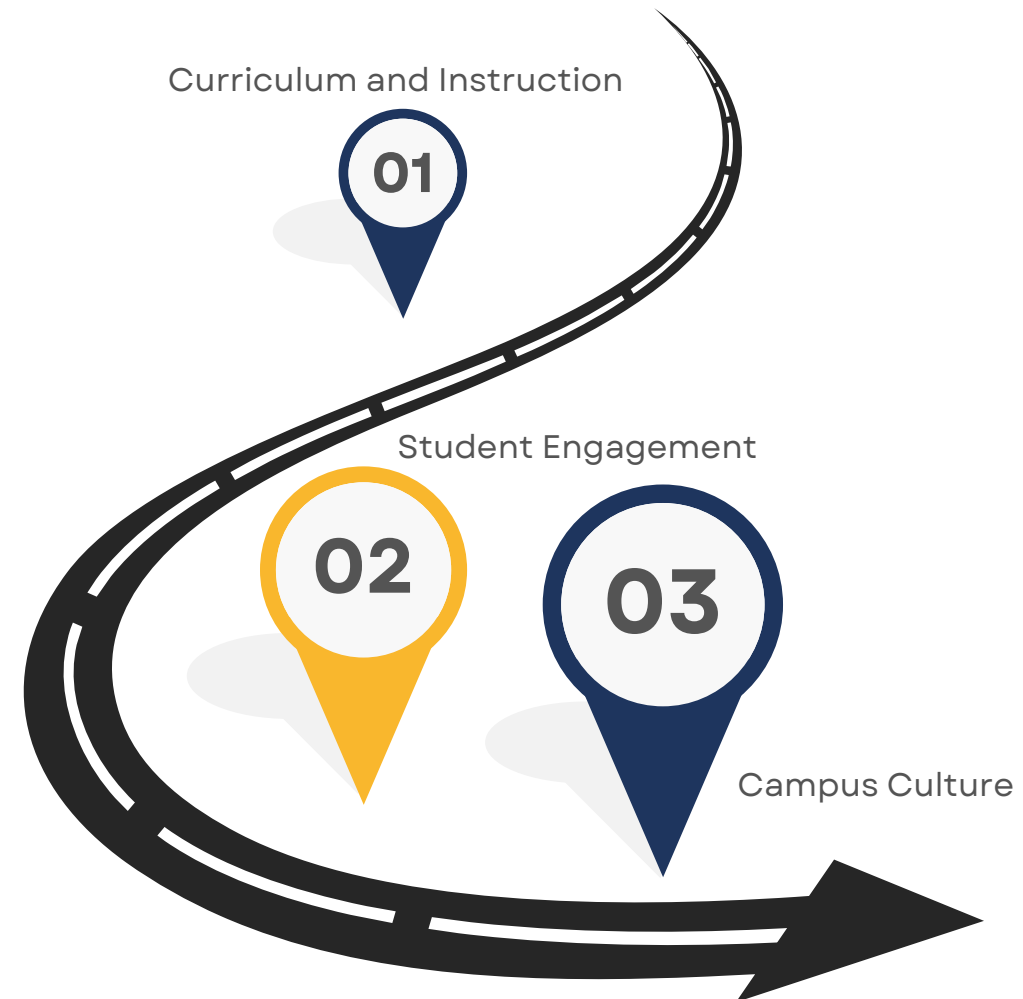
## Racial Healing Circles

The Circles serve as a tool to generate dialogue.

## Equity and Inclusion

Dialogue supports broader equity and inclusion goals.

## Talk About Race and Racism in Higher Education



# NURTURING THE ENVIRONMENT

## President's Book Club

Books to connect us  
and inspire dialogue

01



02



## Support Cultural Celebration

Funding to allow the  
community to create and  
celebrate

## Consistent Communication

Commitment to equity  
integrated everywhere with  
consistent messaging

03



## Support Affinity Groups

Provide access to leadership  
and resources

04



# **The Tools:**

## **Create accountability and facilitate assessment**



# Equity Dashboard

- Allows data to be disaggregated by race and gender
- Can drill down to section-level data
- Facilitates tracking of Strategic Plan KPIs

## Accountability

TAKE SURVEY



# Racial Climate Survey

- Facilitates understanding of how race impacts the student experience
- Assesses mattering, racial stress, cross-racial engagement, racial literacy, institutional commitment and the impact of external environments

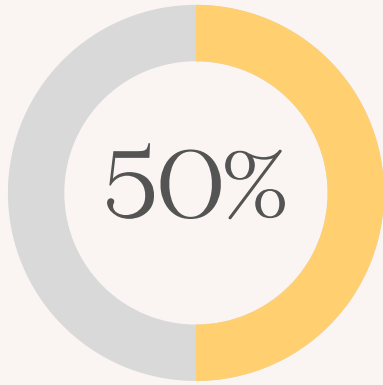


# Academic Affairs

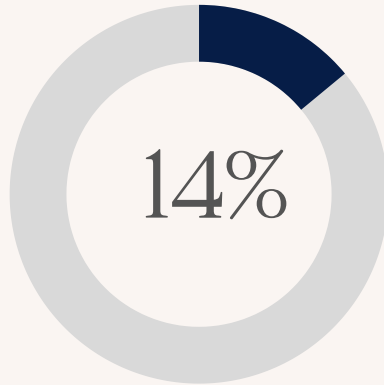


# Professional Development & Anti-racist Pedagogy





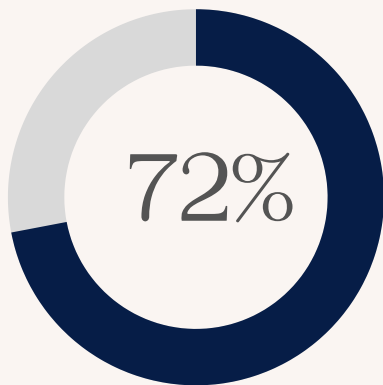
Increase in Faculty Confidence



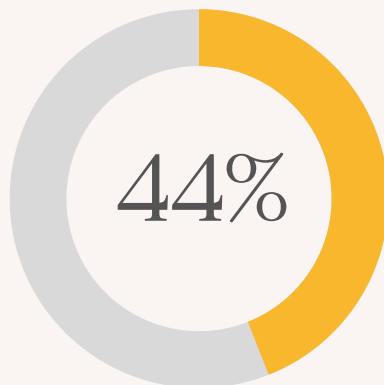
Increase in belief in students' abilities



Reported it was important to discuss DEI in their classrooms



Increase in confidence avoiding/addressing microaggressions



Increase in confidence designing equity-centered course materials

Association of College and University Educators (ACUE)

# Inclusive Teaching for Equitable Learning

# Student Affairs & Enrollment Management



# Student Affairs Strategies



## Black Male Initiative

Align resources to address equity gaps



## Advocacy Resource Center

Link limited-income students to vital services



## College Discovery

Provide benefits that lead to transfers to senior colleges



## Strategic Initiatives

Nurture an environment that encourages continuous improvement and innovation





# Story-telling with Data

