

# Convocation Day 2021

Welcome to Fall 2021...and your on-going work as an educator focused on equity.



# Reaffirming Equity in a Time of Recovery

## *California Community Colleges Chancellor's Office July 2021-Vision for Success*

[Reaffirming Equity in a Time of Recovery - Vision for Success Update](#)

### ◦ **5-Year Systemwide Goals:**

1. Increase completion of degrees, credentials, certificates, and job-specific skill sets by 20% between 2017 and 2022
2. Increase transfers to UC and CSU by 35% between 2017 and 2022
3. Decrease the average number of units accumulated by associate's degree earners to 79 units by 2022
4. Increase the number of exiting CTE students employed in their field of study to 76% by 2022
5. Reduce equity gaps by 40% across all the above measures by 2022, and fully close those gaps by 2027
6. Close regional gaps across all of the above measures by 2027





## Revisiting the Vision for Success Commitments: Recovery with Equity

Focus	Focus relentlessly on students' end goals
Design and Decide	Always design and decide with the student in mind
Pair	Pair high expectations with high support
Foster	Foster the use of data, inquiry, and evidence
Take	Take ownership of goals and performance
Enable	Enable action and thoughtful innovation
Lead	Lead the work of partnering across systems



Click to add text

**Recovery with Equity: A Roadmap for  
Higher Education After the Pandemic – CA  
Governor's Council Feb 2021**  
[Recovery with Equity Report](#)

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**CA Higher Ed Recovery with Equity  
Taskforce developed four interconnected  
guiding principles, the "North Star" to our  
work as educators:**

- Fostering Inclusive Institutions
- Streamlining Pathways to Degrees
- Facilitating Student Transitions
- Simplifying Supports for Student Stability



# Fostering Inclusive Institutions

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Institutional cultures and approaches to teaching and learning that work for all learners, especially those left behind.



**GAVILAN  
COLLEGE**





# Streamlining Pathways to Degrees

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An integrated statewide system for admission and transfer to provide clear, easy to navigate pathways to degrees.





# Facilitating Student Transitions

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High-touch, high-tech guidance and improved academic preparation for college access and success.







# Other Ideas to Spark Your Thinking: The Future of Higher Education Report 2021 - *Future Design School*

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## The 5 Trends Shaping the Future of Higher Education Include:

- Dynamic Online Learning
- Work Integrated Learning
- Attribute Measurement
- Data & Analytics
- Wellness



# Other Ideas to Spark Your Thinking: 2021 Survey of America's College Students - *The Panetta Institute*

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## Key Findings From This Year's Survey:

- For the first time since 2015, majority of university students believe the country is heading in the right direction (Up 44% from last year).
- Students are more confident in the future of the country.
- Outcome of 2020 Presidential Election have bolstered students' positive views.
- Most students feel that democracy in the US is working well but believe the country is divided (77%), resulting in lost confidence of many institutions.
- College Students have been humbled by COVID-19 yet retain their positive outlook for their future career. COVID has improved their relationships with family.

# 2021 Survey of America's College Students

- *The Panetta Institute*

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## Key Findings From This Year's cont.

- 73% report that COVID has had a major impact on their day to day life.
- Students express major concerns about issues of race and recent attacks based upon race and ethnicity: 46% say that race relations is one of the most important issues for them personally, tied with the 2<sup>nd</sup> most important issue, the healthcare system.
- 83% are concerned about recent attacks based on race and ethnicity.
- 49% of students overall worry about themselves being attacked because of their race or ethnicity: Asian American students (85%), Black students (83%), and Latinx students (66%)



# The face of recovery for Gavilan College Students

- Food Pantry - Increase in Demand
- Housing Insecurities
- Mental Health Care
- Fall Enrollment Down by about 300 Students from Fall 2020.

# Food Pantry

- Continued 2 distributions each month, year round
- Over 29,900 individuals served (duplicated numbers)
- 670 unduplicated families served
- New services for the Fall 2021 Semester
- Please Note: First Tuesday distribution has moved to First Thursday at 3:45-5:45
- Product delivery available for students who need it
- In Person Services for Fall Semester: T,W,TH @ 9:30-2:30



Food Distribution open to ALL!



Produce Delivery for Students



On-site & Virtual Services



**GAVILAN COLLEGE**  
 5055 Santa Teresa Blvd.  
 Gilroy, CA 95020  
 408.852-2855  
 foodpantry@gavilan.edu  
 www.gavilan.edu/foodpantry

Check our website for the most up to date hours of operation and services.

**REGISTER ONLINE FOR ONE OR MORE SERVICES!**

Registration and More Information at our website:  
[Gavilan College Food Pantry - Gavilan College](http://www.gavilan.edu/foodpantry)



Home > Student Services > EOPS > CalWORKS > Dept Home > Food Pantry

**GAVILAN COLLEGE FOOD PANTRY**

REGISTER FOR DRIVE-THRU FOOD DISTRIBUTIONS USING THE LINKS BELOW

REGÍSTRESE PARA DISTRIBUCIONES DE ALIMENTOS DRIVE-THRU UTILIZANDO LOS ENLACES A CONTINUACIÓN

[Food Distribution Map and Details](#)



**AUGUST 19**    **SEPTEMBER 2**    **SEPTEMBER 16**    **OCTOBER 7**

**QUICKLINKS**

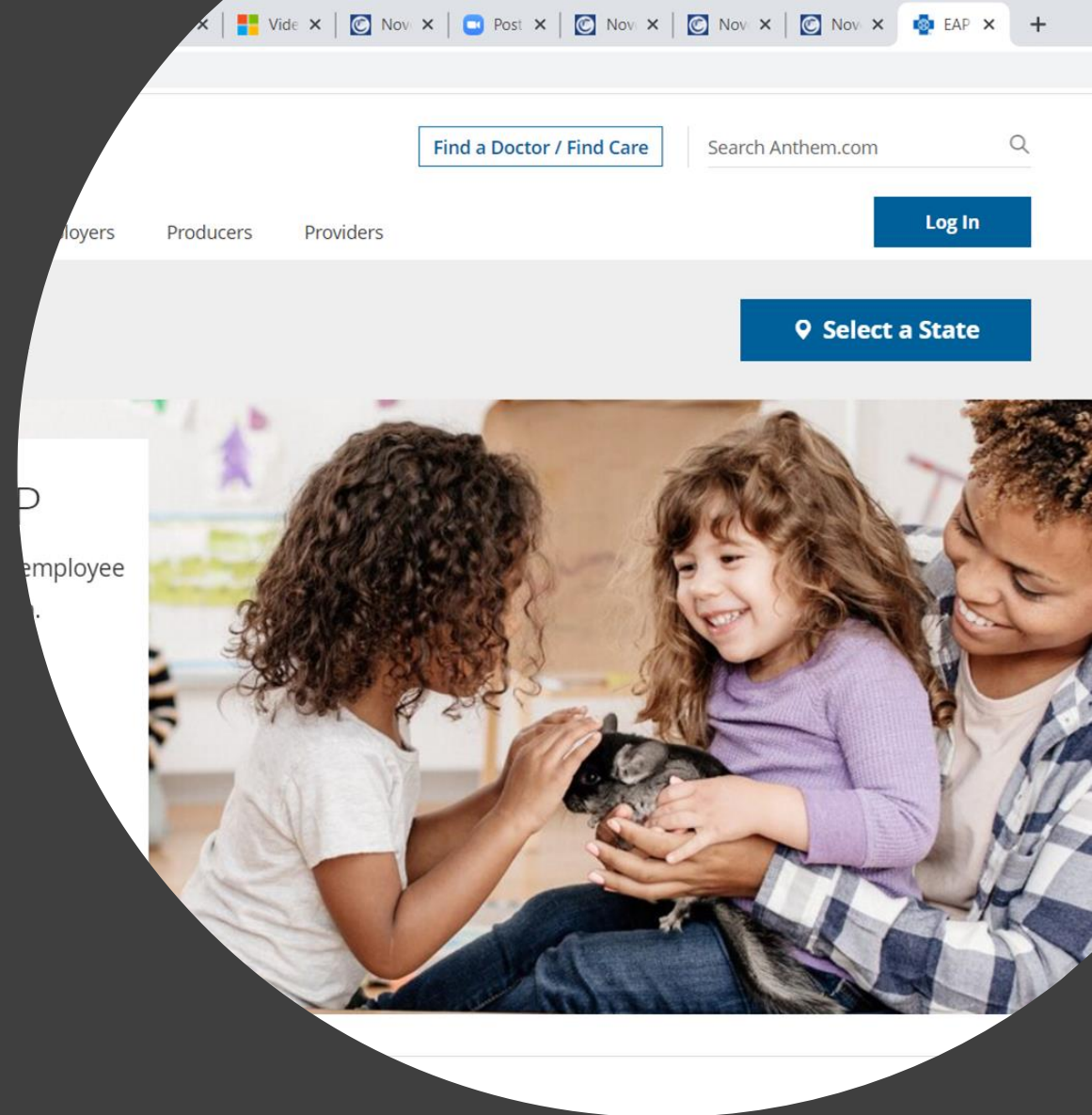
- QUICKLINKS
- Food Pantry
- Fresh Success
- Student Services
- Resources



# ***NEED HELP?***

The Employee Assistance Program  
is Here for You!

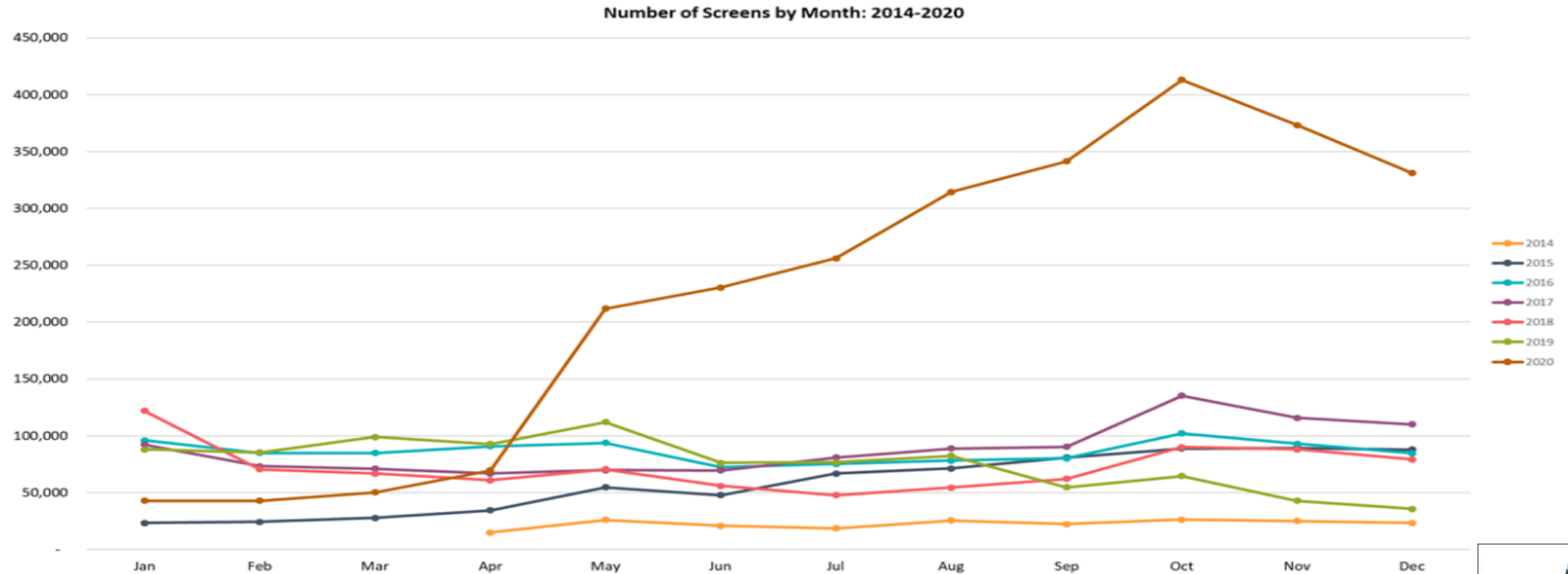
- Services are free and confidential for all full-time and part-time employees
- Open to all Employees – do not have to be enrolled in district's health benefits
- Call directly at **800-999-7222** or go to [www.anthemEAP.com](http://www.anthemEAP.com)
- Services are available 24/7
- Please contact HR with any questions at 408-852-2823



In 2014, Mental Health America (MHA) created the Online Screening Program ([www.mhascreening.org](http://www.mhascreening.org)), a collection of ten free, anonymous, confidential, and clinically validated screens that are among the most commonly used mental health screening tools in clinical settings. Since its launch, nearly 7.5 million people have taken a screen to check on their mental health concerns online, making this program the nation's largest ongoing, real-time mental health early identification program.

COVID-19 has had a profound negative effect on the mental health of the nation. Throughout the COVID-19 pandemic, MHA has witnessed increasing numbers of people experiencing anxiety, depression, psychosis, loneliness, and other mental health concerns.

**In 2020, over 2.6 million (N=2,677,734) people took a mental health screen, comprising the largest dataset compiled for a mental health help-seeking population during the pandemic, and representing a nearly 200% increase over the number of people who completed a screening in 2019 (N=910,750).**



**The following findings emerged from an analysis of the over 2.6 million people who took a mental health screen from January-December 2020.**



*Courtesy of Mental Health America*





21-22 Theme: **Growing Through Change**





## A Time for Change

- Inclusive cultures make people feel respected and valued for who they are as an individual or group
- People feel a level of supportive energy and commitment from others so that they can achieve personal goals

# Equity Educators at Gavilan College

- **Equity Committee continues its work in September and will formally become a part of our shared governance system.**
- **We begin work as a district on the updated Equity Plan during the fall semester.**
- **We will build on what we know and create a common definition.**
- **We will identify our "blind spots", continue our commitment and talk about our equity climate at Gavilan.**
- **We will continue to review our policies with an equity imprint.**
- **We will practice and model vulnerability, engaged humility and foster joy in the process of learning.**

# Equity Resolutions

- Board Resolution: [Board DEI Resolution GJCCD.docx](#)
- Senate Resolution: [Academic Senate equity resolution 3.0 edited \(1\).docx](#)
- English Department statement of support: [#Black Lives Matter Solidarity Statement.docx](#)
- Draft Student Vaccination Policies & Procedures:  
<https://gavilan.sharepoint.com/:w:/g/gavilandocuments/EWhpv8-8Es1HgVCmDo2TvH8BAld-beYpSPNSiPQfMwnvMA?e=hwJgaN>



- BP 5210 Communicable Disease

An open book lies on a windowsill. The window looks out onto a building and greenery. The scene is lit with soft, natural light, possibly from the setting or rising sun.

# Growing Through Change

-Ibram X. Kendi: How to be an Antiracist

- Antiracists are not fearless but are courageous in the face of fear.
- Repeating failed attempts at change in the same way does not create change.
- An activist holds power and creates change, or they are not an activist.
- Activism is not about changing minds but changing policy.
- Activism is not about making ourselves feel better but making real change in antiracist ways.

# Other GJCCD Recovery Efforts Ahead

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Budget Recovery



Emergency  
Operations Center –  
Return and Recovery

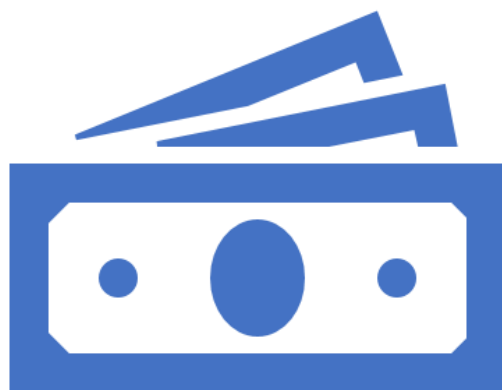


Planning Recovery  
– Equity Advancing  
as a District



Recovery Through  
Bricks and Mortar:  
Measure X





# Budget Recovery

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# Audit, FCMAT and the Adopted Budget

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## *What is FCMAT?*

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FCMAT is the Fiscal Crisis Management Action Team, funded by the state to review K-12s and CCs. They can be brought in by a college to assist or by the state.

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The State Chancellor's Office requested FCMAT to review Gavilan's fiscal health.

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The FCMAT team interviewed staff between January and March, 2021.

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The final report is being finalized and will be ready soon.





# Why do we have it?

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We and the state Chancellor's Office were concerned about Gavilan's fiscal future.

Contributing factors were:

- Declining enrollment
- Deficit spending over multiple years
- Late fiscal year end close and audit



# What does it say?

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The report assesses Gavilan's fiscal health through a series of questions over 18 areas. When an answer to the question is unfavorable, it increases our "score," which is the likelihood of fiscal insolvency.

The report gave Gavilan a score of 68.2%, which is very high.



# What does it say?

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## Areas of concern include:

- High turnover in fiscal department
- Lack of finance-related controls, including position control
- Not enough staffing to truly be fiscally independent
- Deficit spending over more than one year



# What does it say?

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## Areas of concern include, cont.:

- Impact of the ISAs on the FON
- Declining enrollment, low productivity, level of faculty FTEs not adjusted for declining enrollment
- Data integrity and need for consistent reporting that is widely available
- Compensation as a percentage of total expenditures is high





# What have we done since the initial FCMAT Interviews?

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Closed and audited FY 2019/20

Hired a VPAS and Director of Fiscal Services

Started replacing written procedures lost in the data breach

Developed a FY 2021/2022 budget that includes a projection for 2 additional years

Have a surplus for the 2020/21 year and plan on a surplus for the 2021/22 year.



1

Develop a 5-year  
recovery plan to  
end structural  
deficits

2

Refine the  
enrollment  
management plan

3

Hire necessary staff  
in Fiscal Services

4

Review program  
offerings to ensure  
we are meeting the  
needs of our local  
students

What is next?





# Emergency Operations Center – Return and Recovery

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# Emergency Operations Center and Recovery

## Some Accomplishments to Date:

- QR Codes for Contact Tracing
- Mask Mandate
- Sanitization Stations
- Online Student Services
- Online Courses
- PPE Equipment
- Air Filters
- Student Emergency Fund







# Planning Recovery – Equity Advancing as a District

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# Planning and Recovery

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Equity Plan: [Gavilan's Equity Plan Link](#)

Return to Campus Plan: [Gavilan's Return to Campus Plan Link](#)

Strategic Plan: [Gavilan's Strategic Plan Link](#)

Facilities Master Plan: [Gavilan's Facilities Master Plan Link](#)

Educational Master Plan: [Gavilan's EMP Link](#)



# How do I get involved?

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Join ...

Attend forums

Read minutes on Board Docs and ask questions

Work with your division on enrollment plan

# New Faces and Gavilan Equity Educators

## Congratulations to...

- Michelle Anaya - Director, Fiscal Services
- Veronica Martinez - Dean of Student Success and Equity: Enrollment Services and Student Pathways
- Jennifer Nari - Dean of Student Learning & Student Success: STEM
- Carina Cisneros - Dean of Student Success and Equity: Special Programs
- Lucy Alvarez - Director, Human Resources and Labor Relations

## Welcome to...

- Dr. Danny Hoey - Dean of Student Learning & Student Success: Arts, Humanities, Social Sciences.
- Dr. Susan Yeager - Interim Vice President, Administrative Services
- Graciano Mendoza - Vice President, Administrative Services
- Breanna Aguilar - Program Services Specialist EOPS
- Marina Martinez - Director, Financial Aid





# Recovery Through Bricks and Mortar: Measure X

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## Measure X Bond Program Update **YEAR IN REVIEW** (August 2020-2021)

# Growing Through Change

A community of educators that care about Gavilan students

Federal dollars to help with student basic needs

Stakeholders who show up to talk about racial equity detours

A renewed commitment to Gavilan's Mission and Principles of Community

Gavilan's continuous, no-nonsense ethos of care





# Academic and Student Services Update

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DENÉE PESCARMONA



# Finding our Inspiration: Why

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- ❖ The inspiration comes from the students and what this opportunity means to them
- ❖ A space to dream, even though life may be brutal
- ❖ Students learning from each other, actively sharing their successes
- ❖ Working with passionate professionals is inspiring
- ❖ It's great to know that students are keeping on, achieving success, and that we were able to help them along the way
- ❖ Hearing the students' excitement as they return!



# Focusing on Recovery with Equity: Guided Pathways

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EL CENTRO



MAPPING



IMPROVED  
ONBOARDING



COMPLETION  
TEAMS



CAREER  
EXPLORATION

# Focusing on Recovery with Equity: Basic Needs

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**El Centro** – A new hub housed within the Career & Transfer Center will centralize all student services that fulfill students' basic needs. El Centro staff and peer mentors will connect students to services like the food pantry and to outside community services that help with challenges like housing instability. Financial aid and financial literacy workshops will also be provided

**Tech Support** -- Laptop and mi-fi check out ongoing. WIFI parking lot still active. Addition of outdoor seating areas. District investigating outdoor WIFI.

**Housing Support**--117 Referrals received during fall 2020 and spring 2021

77 total served

- 57 Received rental Assistance
- 19 hotel stays, 11 homes found, 8 remain in hotels

\$400,547 spent on supporting student housing through hotel stays and rental assistance.

[Basic Needs Referral Statement](#)

# Focusing on Recovery with Equity: HEERF

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## Student Funds:

The College has provided more than \$3M in student emergency grants through HEERF 1, 2 and 3 (The Fall disbursement served 986 students with \$1,000 of HEERF, awarded for a total of \$986,000.) These funds are auto-awarded based on eligibility and need.

## Student Emergency Fund:

Over \$300,000 available for student grants through the CA Early Budget Action plan. Within 48 hours, more than 320 students have requested \$1000 grants

## Gavilan College Foundation Emergency College fund:

More than 500 students have received checks and Visa gift cards to help with expenses through the Gavilan College Educational Foundation. And more need exists.



# Focusing on Recovery with Equity: HEERF

Institutional funds have supported:

Online teacher training

Technology purchases for staff and students

Supplies and textbooks for students

Outdoor solar workstations for students (coming this spring)

Monthly food home delivery

Plexiglass, PPE, Sanitization materials and more



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Gender	Age	Ethnicity	5YR Change	5YR %	1YR Change	1YR %
Male	19 or Less	Hispanic	-214	-30.01%	-214	-30.01%
Female	20 to 24	Hispanic	-204	-22.25%	-110	-13.37%
Male	20 to 24	Hispanic	-197	-27.25%	-148	-21.96%
Female	40 to 49	Hispanic	-193	-58.31%	-136	-49.64%
Female	50 +	Hispanic	-168	-79.62%	-142	-76.76%
Female	19 or Less	Hispanic	-129	-13.86%	-129	-13.86%
Female	35 to 39	Hispanic	-122	-49.59%	-109	-46.78%
Female	25 to 29	Hispanic	-116	-26.67%	-100	-23.87%
Male	40 to 49	Hispanic	-116	-57.14%	-103	-54.21%
Male	50 +	White Non-Hispanic	-113	-62.09%	-49	-41.53%
Female	50 +	White Non-Hispanic	-107	-56.32%	-44	-34.65%
Male	20 to 24	White Non-Hispanic	-97	-31.49%	-58	-21.56%
Male	40 to 49	White Non-Hispanic	-94	-41.23%	-11	-7.59%
Male	25 to 29	Hispanic	-91	-24.53%	-91	-24.53%
Male	30 to 34	Hispanic	-90	-36.89%	-50	-24.51%
Female	20 to 24	White Non-Hispanic	-80	-27.97%	-30	-12.71%
Male	30 to 34	White Non-Hispanic	-80	-39.41%	-15	-10.87%
Male	35 to 39	Hispanic	-76	-43.93%	-66	-40.49%
Male	50 +	Hispanic	-73	-66.36%	-43	-53.75%
Female	30 to 34	Hispanic	-72	-23.45%	-61	-20.61%

Focusing on  
Recovery with  
Equity:  
Understanding  
our Metrics

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# Focusing on Recovery with Equity: Strategic Enrollment Management

- Mission-driven with alignment with existing plans and processes
- Collaborative effort and shared responsibility
- Measurable objectives and data-informed planning and evaluation
- Cross-disciplinary approach with collaboration across departments
- Student-centered
- Iterative, continual review
- Alignment with Guided Pathways and the Student-Centered Funding Formula



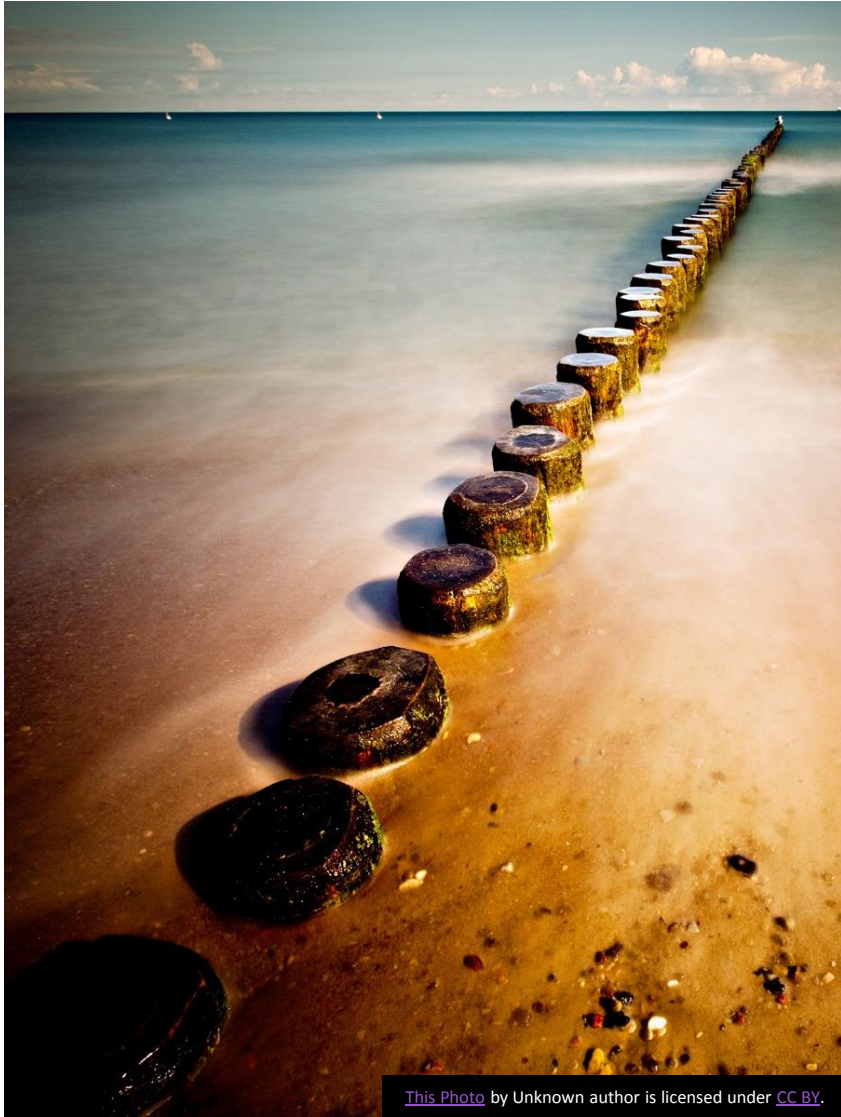


Fact Book	Program Review/Equity	Board of Trustees	Additional Reports
Headcount and Degree	Success and Retention	Institutional Standards	
	Degrees and Certificates	Units to Degree	
	Enrollment	Efficiency Report	
	Faculty Workload		
	Census Enrollments and Sections		

# New data dashboards (coming soon!)

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# Fighting through crisis towards resiliency

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Create a diet of specific, accurate and self-compassionate thoughts.

Reflect on the culture of dignity within and without—Latin root: "Worthy"

Actively fight the negativity bias of the brain

Practice gratitude

Be vulnerable and appreciate vulnerability

# Welcome New Faculty

Michelle	Bundros
Alexander	Davis
Gene	Dorsa
Rachelle	Escamilla
Lyzette	Guzman
Ursula	Holzmann
Elif	Konus
Ryan	Tognetti
Miranda	Doremus Reznor
Jamie	Smith
Dursun	Tepeli
Sewan	Fan
Richard	Harlan
Lisa	Pickrel
Rachel	Snelling
Donald	Ganschow

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Let's get ready to learn  
and grow together

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