

Santa Barbara City College

A sample of cultural competency/proficiency, equity, bias, and anti-racism trainings, workshops, and professional development activities

Below is a sample of cultural competency/proficiency, equity, bias, and anti-racism trainings, workshops, and professional development activities conducted at Santa Barbara City College. This work continues throughout the year with new training opportunities. SBCC is excited to be a sponsor of this year's National Conference on Race and Ethnicity (NCORE) in Portland, Oregon.

This January 2019, the college made history with a joint all-day retreat of the Board of Trustees and the College Planning Council. The retreat focused on anti-racism awareness and was led by distinguished Professor Rhonda Magee, University of San Francisco. Other members from the President's Cabinet, the managers, faculty, Associated Student Government, et al., joined the conversation held at Chase Palm Park, Santa Barbara.

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Dr. Elizabeth Imhof wears multiple hats, including Professor, Director of the Faculty Resource Center, and Co-Director of the Title III Federal Grant: Removing Barriers to STEM Success. She is doing an amazing job! While Dr. Imhof trains in a variety of areas and topics, below is a small sample of her related work in cultural competency/proficiency, equity, and anti-racism trainings and workshops that she has lead and/or supported in her work at Santa Barbara City College.

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| <p><b><i>Crossroads Anti-racism Training</i></b></p> <p>The <b>Leaders for Equity, Anti-Racism &amp; Reparations Now (LEARN)</b> Committee, assembled in March of 2018 by colleagues committed to seriously addressing structural racism at SBCC, has brought comprehensive anti-racism training to campus that will take place November 2018- March 2019.</p> | <p>Crossroads anti-racism training provides tools and strategies to dismantle the structural basis of racism. This workshop helps participants create the spaces to be self-reflective about our cultural shaping as individuals and institutions, understand the power dynamics in society that impact us, and develop the skills to interrupt old patterns and inequitable practices that limit access and exclude some people from our institutions. The purpose of this workshop is to explore racism as a systemic, institutional problem of power that goes beyond personal prejudice.</p> <p><b>Approximately 40 participants, the majority faculty members, will complete the six days of training over a period of four months.</b></p> |
| <p><b>Faculty Mentor Project:</b></p> <p>Faculty receive training in cultural competency and student centered support strategies to mentor underserved students.</p>                                                                                                                                                                                           | <p>We currently have specific cohorts for LatinX STEM students and Umoja students. This is one of our most successful programs. We have <b>25 faculty members and 205 students in this program.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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| <p><b>Affective Learning Institute (ALI):</b></p> <p>After completing the ALI, faculty can participate in a monthly Faculty Inquiry Group which meets to continue to learn new student-centered, equity-based practices.</p>                                                                         | <p>We have had <b>114 faculty members'</b> participants in the ALI. Description of the <a href="#">Affective Learning Institute</a>. In May every year ALI graduates come together for the three day Conference and Retreat. The theme of last year's conference was equity and anti-racism; this year it is equity-based scholarship on teaching and learning (SoTL).</p>                                                                                                                                                                   |
| <p><b>Culturally Responsive Pedagogy:</b></p> <p>The goal is for every student to see self in course content. FIG meetings include workshops from SBCC and outside experts as well as time to collaborate with colleagues from across teaching disciplines.</p>                                      | <p>We have <b>16 faculty members</b> in our first cohort. Culturally Responsive, also known as Culturally Reflective Pedagogy, recognizes the importance of including students' multiple cultural references in all aspects of learning (<a href="#">Ladson-Billings, 1994</a>).</p>                                                                                                                                                                                                                                                         |
| <p><b>ESCALA/ Scholarship on Teaching and Learning (SoTL) Fellowship:</b></p> <p>ESCALA provided an overview of the research regarding culturally responsive/validating teaching, so that participants received a firm grounding in the how, what, and why of increasing LatinX student success.</p> | <p>During the past three years approximately <b>46 SBCC faculty members</b> have attended the four-day ESCALA Education Summer Institute. At ESCALA faculty learned best practices for teaching LatinX students. The faculty participants were immersed in learning effective teaching practices by participating in real-time demonstrations of strategies that work for Hispanic Serving Institution (HSI) students, and is designed by and for STEM faculty. For more information visit the <a href="#">ESCALA Education Website</a>.</p> |

Dr. Luis Giraldo is the Director of Equity, Diversity, and Cultural Competency. Over the last few years, Dr. Giraldo and his team have provided a variety of trainings, workshops, presentations, and other educational events related to related cultural competency/proficiency, equity, diversity, and anti-racism. He has also presented at local high schools and colleges, and led many important conversations with students, staff, faculty, and managers. Dr. Giraldo has influenced the development of the Center for Equity and Social Justice, the Umoja Center, and the award-winning Food Pantry program for food insecure students, staff, and community members.

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| <p>Campus Event:</p> <p><b><i>1<sup>st</sup> Annual Putting Inequity to Rest</i></b></p>                                                                                                                     | <p>Present/introduce our campus community with the voice of the students and panelist how they stand up against inequity. Event featured student voices and empowered our community to put inequity to rest on our campus.</p>                                       | <p>Fall 2016</p> |
| <p>Brown Bag Lunch Dialogue:</p> <p><b><i>“AB540 and Our Students”</i></b></p>                                                                                                                               | <p>This discussion was facilitated by Dr. Iliana Perez to demystify the impact of AB540 and our current government changes</p>                                                                                                                                       | <p>Fall 2016</p> |
| <p>Campus Event:</p> <p><b><i>“Teach-in on AB540 Issues Post Election”</i></b></p> <p>Facilitated by Dr. Iliana Perez</p>                                                                                    | <p>Dr. Perez presented latest information about the impact of AB540 changes proposed by President Trump. Dr. Perez defined differences and explained the legal implications of changes and how they impact our students.</p>                                         | <p>Fall 2016</p> |
| <p>Campus Event:</p> <p><b><i>“Latinx Males and Higher Education”</i></b></p> <p>Facilitated by Dr. Jonathan Gomez</p>                                                                                       | <p>Dr. Gomez highlighted the impact that higher education has on Latinx males. He addressed the many issues faced by this group. He gave us an overview of recommendations to improve our work for this particular group of students.</p>                            | <p>Fall 2016</p> |
| <p>Campus Event:</p> <p><b><i>“Previously Incarcerated Women in Higher Education” moderated panel discussion by previously incarcerated women in higher ed.</i></b></p> <p>Moderated by Dr. Luis Giraldo</p> | <p>Moderated a panel of previously incarcerated women of color in higher education. Some were current students, graduates and MA level students that were all previously incarcerated. The panel offered solutions to change and resiliency in higher education.</p> | <p>Fall 2016</p> |

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| <p>Faculty Workshop:</p> <p><b><i>“Inclusive Classroom Communities: The Power of Words, Racial Microaggressions, Community Cultural Wealth, and Cultural Competency”</i></b></p> <p>Facilitated Dr. Luis Giraldo</p> | <p>This workshop provided faculty research informed practices that address the impact we have as educators on our students. The workshop focused on how our words, racial microaggressions, Community Cultural Wealth and cultural competency impact our pedagogy.</p> | <p>Fall 2016</p>   |
| <p>Faculty Workshop:</p> <p><b><i>“Creating Safe and Caring Spaces for Black Students”</i></b></p> <p>Facilitated by Dr. Laureen Adams</p>                                                                           | <p>Dr. Adams facilitated this workshop for faculty to address and improve the work we do for our Black students at SBCC. She surveyed 30 black students and discussed results. She led discussion and provided resources for improvement.</p>                          | <p>Fall 2016</p>   |
| <p>Faculty Workshop for FRC:</p> <p><b><i>“Writing for ALL Voices”</i></b></p> <p>Facilitated by Dr. Laureen Adams</p>                                                                                               | <p>Dr. Adams addressed culturally appropriate pedagogy, and created an inclusive and social justice classroom example for faculty of the FRC.</p>                                                                                                                      | <p>Fall 2016</p>   |
| <p>Faculty Workshop for Faculty Resource Center:</p> <p><b><i>“Equity, Diversity and Cultural Competency at SBCC”</i></b></p> <p>Facilitated by Dr. Luis Giraldo</p>                                                 | <p>This workshop discussed the number of students that have consistently been disproportionately impacted at SBCC. Discussion focused on data from our IR team collected to inform our Student Equity Plan.</p>                                                        | <p>Spring 2017</p> |
| <p>Faculty Workshop for Faculty Resource Center:</p> <p><b><i>“Community Cultural Wealth: Cultural Competency and Safe Spaces”</i></b></p> <p>Facilitated by Dr. Luis Giraldo</p>                                    | <p>This workshop featured student voices through a panel discussion with faculty addressing the concerns of our students. Discussion focused on Community Cultural Wealth as the theoretical framework to guide this workshop.</p>                                     | <p>Spring 2017</p> |
| <p>Workshop for Tutors at the Math Lab:</p> <p><b><i>“The Power of Our Stories: Cultural Competency and Safe Spaces”</i></b></p> <p>Facilitated by Dr. Luis Giraldo</p>                                              | <p>This workshop focused on helping tutors better understand how they impact our students. The workshop aimed to support these tutors in their work with their peers.</p>                                                                                              | <p>Spring 2017</p> |

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| <p>A three day workshop for the SBCC Faculty Resource Center, co-facilitated through a collaboration with the UCLA Community College faculty Institute:</p> <p><b><i>“Funds of Knowledge and Community Cultural Wealth in the Classroom”</i></b></p> <p>Facilitated by Dr. Juana Mora, Dr. Cecilia Rios-Aguilar and Dr. Luis Giraldo</p> | <p>This three day workshop supported faculty on developing a Funds of Knowledge and Community Cultural Wealth approach to their pedagogy and classroom community.</p>                                                                                      | <p>Spring 2017</p> |
| <p>Campus Event:</p> <p><b><i>“Working with Men of Color”</i></b></p> <p>Facilitated by Alan Michael Graves, J.D.</p>                                                                                                                                                                                                                    | <p>This presentation focused on working with male students of color at SBCC. The facilitator discussed the cultural sensitivity and awareness needed to address issues that are often invisible to student services staff, faculty and administrators.</p> | <p>Spring 2017</p> |
| <p>Campus Event:</p> <p><b><i>“Souls of My Sisters”</i></b></p> <p>Panel discussion on Black Women in Higher Education</p>                                                                                                                                                                                                               | <p>This panel addressed the struggles and successes of black women in higher education.</p>                                                                                                                                                                | <p>Spring 2017</p> |
| <p>Campus Event:</p> <p><b><i>Black History Month Honoring our Black Faculty, Staff and Students Luncheon</i></b></p>                                                                                                                                                                                                                    | <p>We celebrated our Black and African American community on campus with food, dialogue, and unity.</p>                                                                                                                                                    | <p>Spring 2017</p> |
| <p>Brown Bag Lunch Dialogue:</p> <p><b><i>“Creating Safe Spaces: LGBTQ issues in the black community”</i></b></p>                                                                                                                                                                                                                        | <p>This Brown Bag Lunch Dialogue created space to address the LGBTQ issues in the black community.</p>                                                                                                                                                     | <p>Spring 2017</p> |
| <p>Brown Bag Lunch Dialogue:</p> <p><b><i>“Substance Abuse”</i></b></p>                                                                                                                                                                                                                                                                  | <p>This Brown Bag Lunch Dialogue discussed the impact of substance abuse on our community, family, and campus.</p>                                                                                                                                         | <p>Spring 2017</p> |
| <p>Brown Bag Lunch Dialogue:</p> <p><b><i>“Healthy Relationships”</i></b></p>                                                                                                                                                                                                                                                            | <p>This Brown Bag Lunch Dialogue discussed healthy relationships in our lives. Students identified what this meant for them.</p>                                                                                                                           | <p>Spring 2017</p> |

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| <p>Campus Event:</p> <p><b><i>“Islamophobia: It’s Impact on our Community”</i></b></p> <p>Panel discussion with Islamic community members and students</p>                   | <p>This panel discussion addressed the many issues that impact our Muslim community and students at SBCC. Panelists explained and highlighted their experiences in Santa Barbara and SBCC.</p>                                                                                                                                           | <p>Spring 2017</p> |
| <p>Campus Event:</p> <p><b><i>1<sup>st</sup> Annual Equity and Leadership High School Conference</i></b></p>                                                                 | <p>This conference brought to SBCC 475 local high school students to address equity issues in higher education. Students from our local continuation schools were invited to attend. We purposely invited students that are often left out of these conferences. We hosted 18 different workshops centered on equity and leadership.</p> | <p>Spring 2017</p> |
| <p>Campus Event:</p> <p><b><i>Documentary Screening: “Ovarian Psycos” and panel discussion</i></b></p>                                                                       | <p>This documentary highlights a new generation of feminist women of color from East Los Angeles who confront injustice and violence against women. They build community and redefine identity through their bicycle crew. A panel of young women of color discussed this work.</p>                                                      | <p>Fall 2017</p>   |
| <p>Campus Event:</p> <p><b><i>“Survival and Recovery through Art: The life story of Fabian Debora”</i></b></p> <p>Facilitated by Fabian Debora</p>                           | <p>This presentation focused on how art was used as tool to recover from violence, drug use, abuse, and gangs.</p>                                                                                                                                                                                                                       | <p>Fall 2017</p>   |
| <p>Campus Event:</p> <p><b><i>“Untold Stories: (UN)Documented Narratives”</i></b></p> <p>Panel discussion by students, faculty, community members, lawyers and activist.</p> | <p>This panel addressed the stories of our undocumented students. Community activists and a community lawyer participated in discussion about the impact of legal changes on our students.</p>                                                                                                                                           | <p>Fall 2017</p>   |

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| <p>Campus Event:</p> <p><b><i>“Mass Incarceration and Higher Education”</i></b></p> <p>Facilitated by the Underground Scholars</p>                                                                                | <p>This panel presentation addressed stories from formerly incarcerated students impacted by the prison industrial complex who are now college students and graduates.</p>                                                                                                                                                                | <p>Fall 2017</p>   |
| <p>Campus Event:</p> <p><b><i>“Using the Critical Race Tools of Racial Microaggressions to Examine Everyday Racism in Academic and Student Service Spaces”</i></b></p> <p>Facilitated by Dr. Daniel Solorzano</p> | <p>Dr. Solorzano shared research on racial microaggressions and their impact on our students and student services.</p>                                                                                                                                                                                                                    | <p>Fall 2017</p>   |
| <p>Campus Event:</p> <p><b><i>2<sup>nd</sup> Annual Putting Inequity to Rest</i></b></p>                                                                                                                          | <p>SBCC hosted student poets, activists and staff to discuss their stories and how they stand against inequity on our campus.</p>                                                                                                                                                                                                         | <p>Fall 2017</p>   |
| <p><b><i>2<sup>nd</sup> Annual Equity and Leadership High School Conference</i></b></p>                                                                                                                           | <p>This conference brought to SBCC 475 local high school students to address equity issues in higher education. Students were selected to attend from our local continuation schools. We purposely invited students that are often left out of these conferences. We hosted 18 different workshops centered on equity and leadership.</p> | <p>Spring 2018</p> |
| <p>Campus Event:</p> <p><b><i>“The Little School”</i></b></p> <p>Lecture and Book Signing by Alicia Partnoy</p>                                                                                                   | <p>This presentation focused on the persecution and survival of refugee students. The author addressed oppressive conditions and survival through higher education.</p>                                                                                                                                                                   | <p>Spring 2018</p> |
| <p>Campus Event:</p> <p><b><i>“What Does Equity Look Like? Creating Access for All Students”</i></b></p> <p>Facilitated by Dr. Tyrone Howard</p>                                                                  | <p>Dr. Howard addressed race, culture, and equity in today’s schools. He led a discussion about how colleges can create access for all.</p>                                                                                                                                                                                               | <p>Spring 2018</p> |

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| <p>Campus Event:</p> <p><b><i>“The Power of Radical Kinship”</i></b></p> <p>Presented by Father Greg Boyle</p>                                                                                                    | <p>Father Boyle discussed the need to see one another and work toward kinship as a way to heal.</p>                             | <p>Spring 2018</p> |
| <p>Campus Event:</p> <p><b><i>“Using the Critical Race Tools of Racial Microaggressions to Examine Everyday Racism in Academic and Student Service Spaces”</i></b></p> <p>Facilitated by Dr. Daniel Solorzano</p> | <p>Dr. Solorzano returned to our campus to facilitate this training for our student service staff.</p>                          | <p>Spring 2018</p> |
| <p>Campus Event:</p> <p><b><i>A Bridge Called My Back: A Presentation by Cherrie Moraga</i></b></p>                                                                                                               | <p>Cherrie Moraga discussed feminism for women of color. She discussed the struggles for queer Latinas in higher education.</p> | <p>Fall 2018</p>   |