**What is needed in a toolkit for your institutional sector?**

**INDEPENDENT SCHOOL DISTRICTS:**

What is the goal of the toolkit?
- Academics, social/emotional learning

How do we measure of success?

**Audience?**
- Size of the district – some are small with little resources
  - Large distribution with lots of resources
- Students in different regions of the state have different challenges
  - Work with local community and businesses
    - Community outreach
    - Career ready through partnerships

**Mentoring**
- How to measure mentor success if they’re effective
  - What is the focus?
- Training for mentors – what does that look like?
- Curriculum
- Career focus: mentors
- Work with colleges to have college students mentor K-12 students

**Survey tool**
- For men of color to evaluate their needs – validated tools for student engagement

**Valid metrics**
- To help determine effectiveness of programs/initiatives
- Larger districts, because there is too many already

**Student voices**
- Celebrating/showcasing the student; tracking students to see how they’re doing – bring them back?

**Data**
- E3 Alliance - need it for all school districts
  - How to identify gaps
  - Need help enriching the #’s & to target programming

**Teacher resources**
- Trainings; classroom management; culturally relevant training; awareness

**Higher Ed.**
- Need to integrate in teacher education.
- How to work with male students of color – culturally relevant curriculum

**Teacher support**
- Professional learning communities (PLC) - & follow-up to check what they’re doing
- Disseminate best practices
- Keep information on website – one stop shops
  - Research
  - Data
  - Best practices → categorized by topics
What is needed in a toolkit for your institutional sector?

- Mentorship
- Trainings
- Data

Student feedback
- Survey tool to identify challenges at each district
- Listen to the kids

Offer specific support for ISD’s and continue to expand/develop these resources

Take students to visit community college/universities
- How to plan a leadership summit for their students (blue print)
- How to reach out to college partners – improve those relationships
- Resources to help kids learn how to pay for college
  - Scholarships, FAFSA → have them on website
- Middle school component – staring at 6th grade – those resources
- Resources on how to communicate with high school MOC on website
  - Videos to educate teachers
  - Online form/questionnaire; testimonials; social media
What is needed in a toolkit for your institutional sector?

COMMUNITY COLLEGES GROUP ONE:

Challenges/Opportunities MOC programs

Challenges:
- reaching students
- $-
- stereotypes/stigma/faculty/ involvement of staff

Opportunity:
- to engage others who are not engaged
- retention, safe spaces platform for discussion.
- collaborate across divisions
- FAC/staff morale through mentoring

Challenges
- institutional support
- lack of family support
- juggling multiple priorities
- student engagement
- recruiting mentors/allies who are not MOC

Opportunities
- increase retention
- opportunity for MOF to find community and sense of belonging
- create pipelines for MOC such as PK-15 and undergrad to grad/post
- engagement with MOC alumni

Micro aggressions
Student buy in
Connections/networking
Sense of belonging
Identify z’s smoking
Cultural/gender

2. Program Needs
Sustained money/institutional commitment
Structure/data) assessment

Leadership buy in
Champions
System of communication (all involved)

Meeting space-Culturally inclusive
What is needed in a toolkit for your institutional sector?

Student leadership - peer mentoring

Pro Development:
- Sustainability - continuity departmentalized
- Recognition
- Purpose
- Staffing
- Participants --> their buyin
- K-12 program initiatives
- MOC coordinator/full time staff
-- center/institutional
- Flexibility to adopt once new data and models found
- How to build interest to grow participation
- Room for growth
- Standards
- Central message
- To be institutionalized

3. Lessons learned for MOC Programs

- Communication is critical to success
- Have a "what can we do approach"
- Disaggregated
-- Data is critical to understanding but not fully encompassing
- Education lacking on how to interpret data
- Access to data (other institution priorities)
- Appropriate marketing (what do we call it?) - lack of branding that resonates with target.
- One size does not fit all
- "right" people to work with/champions
- Culturally competent staff helping students
-- Professional development for staff
- Trial and error is okay
- Dedicated staff (and resources) to program is critical for success and resources
- Needs to be a shared commitment across campus - we need an army.
- Compile a list of best practices (K-20)
Best research practices
- Increase retention/ persistence/ grad rates
- Be willing to meet further than "halfway"

4. What is a toolkit?

A place for students to provide feedback
What is needed in a toolkit for your institutional sector?

A toolkit has various desks es in regards to MOC and specific to MOC.
- assessment (rubric)
- research
- approach/programming
- student success + failure

- blue print for success for programs and students

Resources (human and money)
Virtual
Practical implementations

Models/re:program design templates
- how to for strategic planning
- suggestions of services to collaborate (internal/external)
- best practices

Consider diversity of institutions (type, size, etc.)- flexible
Speaker/resource database (bio+expertise)
"Where do I staff" (fundamentals)

Engagement strategies for FAC and staff
- bringing/bridging divisions
What is needed in a toolkit for your institutional sector?

COMMUNITY COLLEGES GROUP TWO:

What are we going to do for a community college with regards to men of color in their campus?

Presentation
- Data collection
- Frame the goals and expectations that we currently have
- Gender gaps in degree completion, key parts of educational trajectory
- What role does data look like, play in the research
- Programs are underfunded, as well as scholarships
- Takeaway
  - Institutional assessments that allow colleges to measure the strengths that allow the colleges to see what they need to do to make sure they address problem
  - How do we have this conversation AT THE SYSTEM LEVEL versus at each community college institution?

A toolkit = the things colleges will use to address the issue.
Does the toolkit need to address those issues?
- Not the program
- Not the institution
- BUT AT THE SYSTEM LEVEL!!!!

We need to move beyond awareness and into ACTION!!

How do we get people to buy into this toolkit?

What does the organizational level need to look like in order to change the environment of the institution?

We are not digging deep into the data

How do we look at everything with men in mind?

What are you doing now?

How do we change the system of thought in order so we don’t think about this conversation as how do we help men out but how do we change our system to help men out?

There is not just one solution for various reasons
- We have to attack this issue from many levels/angles
**What is needed in a toolkit for your institutional sector?**

We need a policy statement from each of the presidents that says they will use this consortium in order to mitigate and eradicate this issue thus holding the schools more accountable of this. This is key to ensuring this change does happen.

How does the CC sector of the consortium address this issue?

Here are some of the tools…we have to come into spaces and start with giving them some tools to get them to start going towards decreasing this issue.

Three things to tell council of presidents of CC’s

1. Real support/dedicated resources of funds to address this issue (formal financial aid commitment)
2. The social and community effects of this issue is what the president needs to hear
3. We need to get enrollment in general of both Latinas and Latinos UP

Integrating the plans instead of having separate strategic plans in order for presidents have to step up to the plate

60-30% plan – for the state of Texas

20-30% of graduating completion rate of males of color in CC

There is no equity

Texas Higher Education Coordinating Board

- Recently published an article those days that currently 30% of Teca adults has some sort of college credentials. The organization proposes for doubling that to 60%

MAKE THE COMMITMENT

Lets look at this issue through a systemic approach

Not welcomed to certain laces within the CC

We need faculty to start looking at issues prevalent to male students of color.

We need to make faculty of color last at the Community College level. We cant stop letting them know

Culturarive insensitivity can hurt

We need to appreciate that the systems change

Presidents need to assess because each campus is different
What is needed in a toolkit for your institutional sector?

The toolkit needs to be able to work with each campus culture climate.

WE NEED TO CHANGE THE TOP DOWN APPROACH!

Help presidents involve the bottom

You have the least supported adjunct faculty working with the most vulnerable population on campus.

How do we get the momentum to place after we are done with the conversation?

Presidents need to know the level that the university finds itself in.

Colleges need to get out of the mentality that presidents are the almost important (savior) so that colleges don’t wither when they leave.

We need everyone to buy into the pan

BRAND!!!! How do we brand into a ATD network

How do we get a cc system lead on the 60-30 movement for the state of Texas?

• How do we get the cc system to lead a statewide mandated, only endorsed by the president and his movement

Create culture of evidenced to make sure we are doing good assessment

We cannot loose student voice

How do we amplify the voices of the students we serve.

Using the 60-30% becomes the velvet hammer

Too often the cc’s don’t focus on the big issues rather than the minimal ones

• Belly ache vs. chest pain analogy by Dr. Ponjuan
What is needed in a toolkit for your institutional sector?

4-YEAR INSTITUTIONS:

Challenges/Opportunities Men of Color Programs Face

Challenges:
- Reaching Students/Student Engagement
- Recruiting mentors and/or Allies who are not Men of Color
- Funding
- Stereotypes / Stigma
- Lack of Faculty Involvement
- Institutional Support
- Having to juggle multiple priorities within the university
- Stereotypes / Stigma
- Student Buy-in

Opportunity
- Opportunity to engage other student who had not previously been reached
- Increase retention among these students
- Create a safe space for these students to reach out
- Providing a platform for student discussion
- Collaboration across divisions
- Increase both Faculty and Staff morale through mentoring
- Create a space for Men of Color to find a community and have a sense of belonging
- Create pipelines for Men of Color
  - PK-12 & Undergrad to Grad/Post
- Engagement with Men of Color Alumnus
- Connection and networking opportunity for Men of Color
- Discussion among identity development, cultural/gender

Program Needs
- Funds to sustain a program - Continuity
- Institutional commitment
- Structure
- There needs to be leaders
- Efficient means of communication
- Data & assessment
- Meeting spaces
- Culturally inclusive
- Student Leadership – Peer Mentoring
- Recognition from the school
- Purpose/Mission
- Staffing/Funding for staffing – Coordinators/Full-Time Staff
- Departmentalization
What is needed in a toolkit for your institutional sector?

K-12 program/initiatives  
Flexibility to adapt new data & models  
Room for growth  
Centralized message

Lessons Learned for Men of Color Programs

- Communication is critical to success
- Have a “What can we do” approach
- Disaggregated
- Data is critical
  - Education lacking on how to interpret data
  - Access to data (other Institutional priorities)
- Appropriate Marketing (What do we call it?)
- One size does not fit all
- “Right” people to work with/Champions
- Culturally Competent Staff helping students
  - Professional Development for staff
- Trial and Error is okay
- Dedicated staff to program is critical for success
- Needs to be a shared commitment across campus – We need an army
- Compile list of best practices K-20
  - Best research practices
- Increase retention/persistence/graduation rates
- Be willing to meet them further than “halfway”

What is a Toolkit?

- Has various resources
  - Assessment
  - Research
  - Approach/Program
- Blueprints for success for programs and students
  - Resources (People & Financial)
  - Virtual
  - Practical implementation
  - Modules/ Repurposing Program design templates
- Suggestion of services to collaborate
  - Internal/External
- Best Practices
  - Consider diversity of institution (Type, Size, Etc) – Flexibility
  - Speakers/Resources
What is needed in a toolkit for your institutional sector?

- Database (Bio & Expertise)
  - Place for students to provide feedback
  - Student stories
    - Success & Failures
  - “Where Do I Start”
    - Fundamentals
- Engagement strategies for Faculty and Staff
  - Bringing/Bridging Divisions

Open Discussion

- There needs to be Partnerships across the P-16 Pipeline
- We need to make the impossible happen
  - Find Leadership and Faculty Engagement
  - Incremental Change / Quantifying the Return on Investment
- Leadership Drives Change
- Economic Imperatives
- Reward Faculty in some way for their involvement
  - Making it worth their time
- We need to empower students and motivate them
- We need to distinct whether these services are unique to Men of Color or apply to all students
  - Why are they important

Tool-Kit

- Student Input/feedback
- Student related resources
- Institutional resources
- Data Dashboard
- Faculty Resources
- Cultural competency/Inclusiveness/Generational Gap