CR Toolbox: Cultivating Diverse and Inclusive Pedagogy in Higher Education

PRESENTERS:
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Friday, October 7, 2022
Culturally Relevant Pedagogy (CRP) Development Timeline

Spring 2021: Culturally Sustaining Pedagogy Faculty Champion selected & Toolbox creation

Spring 2022: 1st Faculty Cohort attends CR Toolbox Training (Jan 31-March 7, 2022)

Spring 2023: CR curriculum development for Student Affairs & CR Coaching Model

Fall 2020: Title V supported Student Experience Research

Fall 2021: CR Toolbox Co-Facilitators selected. CR curriculum development for faculty commences

Fall 2022: CR Faculty Training updated & 2nd Faculty Cohort Training (Oct 31 - Dec 5, 2022)
Student Equity Gaps

Successful Completion

Black/African American

‘19: 69.5%
‘20: 69.5%
‘21: 69.5%

Hispanic/Latinx

‘19: 74.0%
‘20: 74.0%
‘21: 74.0%

White

‘19: 79.9%
‘20: 79.9%
‘21: 79.9%

Two or more races

‘19: 74.7%
‘20: 74.7%
‘21: 74.7%

Withdrawals

20.6%
20.6%
20.6%

Failures

9.9%
9.9%
9.9%

Dashboard Link
Proportion of Grades by Ethnicity

- Black/African American Students
- Hispanic/Latino Students
- White Students

<table>
<thead>
<tr>
<th>Grade</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>P</th>
<th>D, F, Z, W, &amp; Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>32.1</td>
<td>18.1</td>
<td>9.4</td>
<td>8.3</td>
<td>32.1</td>
</tr>
<tr>
<td>B</td>
<td>49.1</td>
<td>19.2</td>
<td>8.0</td>
<td>8.2</td>
<td>25.8</td>
</tr>
<tr>
<td>C</td>
<td>38.9</td>
<td>17.1</td>
<td>6.3</td>
<td>8.3</td>
<td>19.2</td>
</tr>
</tbody>
</table>

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ESTRELLA MOUNTAIN COMMUNITY COLLEGE
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Faculty asked What?

Culturally Relevant Pedagogy (CRP)
Dr. Gloria Ladson-Billings

- 1990’s pedagogical framework
- 3 Pillars
  1) academic achievement, 2) cultural competence, and 3) sociopolitical consciousness.
- 3 Pillars - culturally relevant teacher will focus all pillars together.
Faculty asked What?

Culturally Responsive Pedagogy (CRP)
Dr. Geneva Gay

Think of Culturally Relevant (CR) Pedagogy as a lens – a new pair of glasses to enhance your vision as you teach.

CR practices are positively associated with:
- Higher overall student engagement
- Higher rates of student and faculty interaction
- Deeper approaches to learning
- Increased persistence and better GPA
- Greater appreciation of diverse perspectives
Faculty asked WHY?
Faculty asked **WHY?**

Support MCCCD Strategic Priority 1 & 2

- **Goal 1b** Improve Student Success.
- **Goal 2a** Improve Student Access.

Supports EMCC 4DX Super Goal 1 & 2

- **Goal 1:** Ensure improvements are equitably distributed for gender and ethnicity/race
- **Goal 2:** Increase enrollment, and reflect the age and ethnic profile of the community

Supports Title V Research

CRP faculty training is a strategic response to mitigate the equity achievement identified at EMCC by Title V Research (Cantu, Manning, and Wager, 2021).
Faculty asked **WHY?**

### Actions Arizonans Want

**Arizonans agree on the following actions to improve our state’s education system.**

- Make sure all Arizona public schools have enough highly qualified teachers and principals: 92%
- Increase the number of Arizona high school graduates enrolling in universities, community colleges, or technical/trade schools: 82%
- Provide affordable, accessible, and reliable internet and technology to all students: 79%
- Close gaps in educational outcomes for vulnerable populations e.g. low-income students, students with disabilities, English language: 79%
- Make civics education a priority in K-12 education: 76%
- Give Arizona schools the flexibility to tailor learning to each child: 76%
- Reduce the financial barriers of going to college: 76%
- Structure the school day and school year to improve learning and better match the needs of working parents: 75%
- Arizona should spend more money on K-12 public education: 73%
Faculty asked **HOW?**

Dr. Gay describes best practices to integrate CRP include:

- Identify student’s assets/strengths
- Create a supportive classroom environment that recognizes and is welcoming to students
- Examine the cultural content in your curriculum
- Continue your own learning multicultural education

**CRP integrates teaching strategies that acknowledge marginalized student’s cultural heritages, background experiences and orientations to teach them more effectively.**
Faculty asked **HOW?**

**Dr. Gay finds that a very different pedagogical paradigm is needed to improve the performance of underachieving students from various ethnic groups – one that teaches to and through their personal and cultural strengths, their intellectual capabilities, and their prior accomplishments.**

**CR teaching is this kind of paradigm.**

*(See Thomas Kuhn - Paradigm Shift 1962)*

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**ESTRELLA MOUNTAIN COMMUNITY COLLEGE**

**A MARICOPA COMMUNITY COLLEGE**
Module 1: Welcome and CR Toolbox Overview
Module 2: Introduction to Culturally Relevant Pedagogy
Module 3: How to Implement Culturally Relevant Pedagogy (Parts 1 and 2)
Module 4: CR Online Teaching & Learning
Module 5: CR Reflection Surveys
Module 6: CR Assignments – GENERAL: Videos, Articles, Activities
Module 7: Diverse Authors: Fiction and Non-Fiction Books
Module 8: EMCC Heritage and History Month Videos
Module 9: CR Assignments- DIVISION: Videos, Articles, Activities
Module 10: CR Assignments – STUDENT SERVICES DEPARTMENT: Videos, Articles, Activities-Pending
Module 11: CR Professional Development Resources
Module 12: CR Toolbox References

EMCC CRT Toolbox
CR Toolbox Training Nursing Participant feedback

- I have already expressed my interest in acting as the division’s coach regarding CRP. …I plan to continue to find resources and information that pertains to culturally relevant pedagogy to present at these monthly meetings.

- I have just been contacted in the last couple days from a Phoenix hospital liaison with educational resources available to students and faculty regarding alternative blood treatments for Jehovah’s witness patients.

- By having a single appointed person in the division, information can be shared more efficiently with the other faculty member
CR Toolbox Training Mathematics Participant feedback

- As the CRP coach, I would like to take time from our division meeting to discuss and share what I learned about myself and my teaching practices as a result of this training.

- I believe sharing the experiences and what was learned during the training will give others a sense of the purpose of this work.

- The changes in the curriculum needed to create lesson plans or assignments is aimed to show the relevance of CRP in their students lives and that mathematics truly is for everyone.
Next Steps:
CSP Faculty Champion 2021-22
Deliver CR Faculty Development course Spring 2022
Continue to update CR Toolbox for version 2.0

Questions?
Thank you!

A special thanks to Jeanne Hanrahan, Program Dir. Title V and Dr. Jennifer Brown, Psychology Faculty, for all their support in making this work possible.
References


