

## Q9 What, if anything, has helped/helps you understand historically underrepresented populations as it relates to your position at COM? What professional development training would be helpful?

Answered: 92 Skipped: 76

#	RESPONSES	DATE
1	Comment: The trainings we have had in the past few months have sparked very different attitudes and opinions from my coworkers. Trainings are needed/ That the trainings are "white bashing" We need to have open conversations about race/That trainings are pointless because "Racism doesn't exist. It is all in black people's heads." This is a great opportunity to have more equity/MCCD is punishing staff because of accreditation recommendations. Equity is about favoring minority students over whites. The trainings have brought to light diverse thought and I believe it would be beneficial to demonstrate: 1. Why Equity is important at public institutions 2. How Equity is not being achieved currently 3. The goals of Equity and inclusivity are not to promote one group above another 4. Why this matters As an institution we need to truly get the community to understand the importance of these goals if we wish to succeed.	11/22/2017 3:30 PM
2	Similar services that are offered to our students who attend during the day, need also to be offered to our students (many of whom are working) who attend at night--specifically, academic counseling services. Presenting to all students who are taking classes at night a kind of "road map" and the options available to them as they pursue their education is critical to retention. Additionally, students need to hear from counselors that they are welcome to set up appointments with them to seek help for any number of personal issues they may face. Counselors need to be on campus for these reasons at least a couple of evenings a week to see students. These students cannot make appointments with counselors during the day, since they are working, and it should be noted that these students are often the most vulnerable to leaving/dropping out since they may have little financial support, and their completion of college may take longer since they are working full time.	11/22/2017 1:19 PM
3	What helps me: Being engaged in the campus community, and getting to know colleagues and students. Also, paying attention to the news and current events. What would be helpful: Continue to offer events such as: "We're Just Like You: The Truth Behind Islam" (presented by ASCOM), the Umoja Celebration, and the Feminist Panel. Also, I believe it perpetuates a problem to section out groups on campus. Students, faculty, and staff should be encouraged to come together. It needs to be very clear that programs (Puente, Umoja, etc.) and events (on Feminism, Islam, LGBTIQQ, etc.) are open for everyone! I'm hopeful that College Hour will present an opportunity for more community building in this way.	11/22/2017 11:06 AM
4	I got to understand historically underrepresented population from my hand-on and real time experience of assisting students and staff. I have seen how it evolves during the last decades when the affirmative action plan was enforced and ended, then proposition 209 was voted in 1996, and the debatable SCA-5 was introduced in 2012, passed in 2014 but was withdrawn. A class covering above topics, would help us to understand the history, and the changing demographics of California where race is concerned. Understanding the background and the history helps us in dealing with equity/EEO/diversity/SAS and support of the under-represented student body.	11/22/2017 10:07 AM
5	Eyes and ears. A good teacher teaches to the students he/she has in front of him/her. No professional training is necessary.	11/22/2017 9:49 AM
6	I am not yet aware of the background or context in which our student population evolved and continues to change. A course on historically underrepresented student populations, the history, current situation, an future prospects, would helpful in understanding the situation, being sensitive to it and helping better the outcomes for students. Addressing challenges to attracting and retention of underrepresented students would also be welcome.	11/22/2017 9:39 AM
7	Teat all the same	11/22/2017 8:40 AM
8	Reading papers that I have students write about their experiences of being stereotyped. Discussion of current events.	11/22/2017 12:34 AM

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9	I try to find information myself regarding underrepresented populations and their contributions/impact on my subject matter. We have been trained in Western culture and history. Any other historical/cultural resources would be helpful.	11/21/2017 9:49 PM
10	interacting with students	11/21/2017 9:47 PM
11	life experience, cultural & religious background	11/18/2017 12:00 PM
12	I have attended Flex activities that focus on changing students' mindsets and find that very helpful.	11/17/2017 10:55 AM
13	My own lived experience of being other, as well as my academic focus on multiculturalism, ethnic studies, gender studies, and race. I participated in the StirFry seminar series, finding it beneficial. The Safe Space workshops at COM have also been interesting; I've attended several times. Hate Free Campus and No Place for Hate initiatives at other campuses have also been very effective for raising awareness and brokering discussion.	11/15/2017 5:49 PM
14	presentation is the best training. The demography is skewed towards white middle class marin student and not otherwise.	11/15/2017 11:59 AM
15	My parents' immigrant status, and my background in social work help me to accommodate students' differing academic, personal and financial circumstances. In an effort to better reflect the diverse backgrounds of COM students, I gather new teaching resources every year, and bring cultural differences into the dialogue.. I would like to improve my working knowledge of student support services. What are common day to day scenarios and solutions?	11/14/2017 6:26 PM
16	Various work & education experiences over the course of my life - Upward Bound tutor, alternative high school instructor (dropout prevention program), tipi parent in program for court-referred youth, counselor in residential multicultural youth leadership program, college bridge program for Oakland high school students, grad school in Social & Cultural Studies (UC Berkeley), etc.	11/14/2017 12:02 PM
17	I think we do and have done enough and don't need any more training about this. We especially should rethink student.	11/14/2017 11:12 AM
18	Coaches meetings, Department meetings, HR presentations	11/14/2017 10:59 AM
19	Since I have a long history of teaching at the secondary level in a public schools, I have had both training, discussions and experience with students from many populations, with disabilities ranging from legally blind to deaf and learning handicaps. I have made accommodations in my classes to fit their abilities, as I do and would in the post secondary classes I teach.	11/13/2017 4:26 PM
20	being a minority	11/13/2017 3:20 PM
21	because of my background in universal design and my experience teaching underrepresented/marginalized populations.	11/13/2017 2:19 PM
22	Workshops and department meetings are a good venue for discussing issues.	11/13/2017 2:00 PM
23	Students sharing their personal stories, background, and needs helps me to design lessons and coursework to match a variety of learning styles.	11/11/2017 11:59 AM
24	Trainings/Conferences with more up-to-date information regarding society and culture around us that assists with a new way of looking/doing things in the office environment for the students.	11/8/2017 10:00 AM
25	More documentation, reading material, workshops, student panels, etc. I read what is offered. I take advantage of Professional Development offered, but events & materials have only recently been offered.	11/7/2017 6:26 PM
26	Formal education in the social/psychology of minorities , involvement in community organizations, experience as a person of color in the US	11/7/2017 3:44 PM
27	Cultural training for diverse nationalities or traditions would be helpful.	11/7/2017 2:52 PM
28	I am an anthropologist, so this has obviously helped inform the way I approach my faculty position and duties. That said I think a professional development training that literally discusses all of COM's available programs and services for underrepresented students would be great. That said, I would like to point out that the reason the first answers are largely 'I don't know' is because I am an adjunct faculty member who has teaches more than a full load at two schools to make ends meet and that schedule does not afford me the opportunity to attend faculty meetings or most in person professional development activities. The barrier to college governance and participation for adjuncts is real, and it hurts everyone, but students in particular.	11/7/2017 11:37 AM
29	You have to think about it. As in "walk a mile in their shoes." But you also need education about the various situations, which you have not directly experienced in your own life.	11/7/2017 10:40 AM

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30	I feel like I the have had a lot of education and training on these subjects and the subject material is often repetitive. Perhaps, you can send out interesting and important readings on the subjects of historically underrepresent and underserved populations including statistics and data. I believe it is more important to remain conscious and focus on awareness around these issues opposed to more trainings, so reminders via email and thought a general cultural orientation (I think COM does actually a good job at this, but there is always room to improve).	11/7/2017 9:19 AM
31	I feel like it seems a lot of people just cannot see the systematic racism that's in place. They're still adhering to the "I don't see color" attitude. During an example where a student felt judged for their ethnicity by the professor, someone just said "Well why should they care what the professor thinks?"	11/7/2017 8:44 AM
32	The NCCPA Symposium.	11/7/2017 8:07 AM
33	I teach ESL and our students are all "underrepresented populations". I can't think of any training topics at the moment. One thing I would like to see are language options on our voicemail system: at a minimum, Spanish should be an option for callers to select. Other languages to consider include Chinese, French, Russian, and Vietnamese (not necessarily in that order). Thank you!	11/7/2017 7:14 AM
34	Workshops on cultural differences or historically underrepresented populations sound really helpful in theory; in practice, is there a way of even doing this that doesn't generalize or essentialize? I am interested, if there is.	11/6/2017 9:27 PM
35	I am a minority instructor	11/6/2017 8:02 PM
36	My discipline has been addressing those issues for a long time. Our profession is composed of many individuals from historically underrepresented populations and we work with children and families from those groups as well. I have had many professional opportunities to consider and discuss these issues throughout my career. I wonder if the "anti-bias curriculum" training that we have in early childhood education might not be useful for other disciplines in some way. My biggest struggle is in encouraging students who have a great deal to offer but need to improve English competency (particularly reading and writing) in order to progress in higher education and, hopefully, take my job when I retire.	11/6/2017 7:25 PM
37	I can't think of anything! I have NO idea what would be helpful.	11/6/2017 4:58 PM
38	I work in a very diverse area and just getting to know our students, staff and community I am in contact with everyday has helped me understand our population and how I can serve these groups the best. The professional development training I would like to have is to have more information on the different support services our campus has. I know a lot of these programs are out there, but never really sure who the best contact is and what they really can do to help students.	11/6/2017 4:43 PM
39	It has been helpful to participate on committees such as Basic Skills Initiative and to attend workshops and conferences put on by RP Group, 3CSN, and OnCourse.	11/6/2017 4:38 PM
40	Understanding the mission of the college and specific programs such as Adult Education/ Equity, SSSP, Guided Pathways, etc. Working within the community and collaborating with K12, non profits, and business and industry. The COMmen Read,(Becoming Dr. Q.) and leadership training has been a "safe" and productive way to build awareness. Helpful training: EEO hiring training would be beneficial	11/6/2017 4:38 PM
41	To hear those groups regularly make presentations to faculty and staff at COM and to be reminded of the programs available to historically underrepresented populations at COM.	11/6/2017 4:37 PM
42	As a new hire I found Orientation classes helped me understand historically underrepresented populations in general.	11/6/2017 10:24 AM
43	I grew up in an "underrepresented" neighborhood. I get it. I am underrepresented myself. I treat everyone the same. Take time to answer ALL questions carefully and with forethought. Give all students ample time to respond. TREAT EVERYONE the SAME!	11/5/2017 6:06 AM

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44	<p>Question #1 What has helped me the most are conversations and experiences I've had with many students in my classes. Talking with colleagues in SAS. Also, events with Umoja and the diversity event during the October flex was a positive step forward for the academic community. Question # 2 In general, faculty are not given adequate time to participate in needed opportunities like training. COM administrators need to do more to reduce the bureaucracy, simplify paperwork, streamline processes, follow procedures to avoid avoidable problems that take a lot of time and effort to resolve, etc. so faculty could have more time to focus on students and student-related activities. Examples include lengthy program review process that receives no feedback, lengthy course outlines with sections that are repetitive and cumbersome in nature, professional statements, professional objectives, numerous steps in the scheduling process with all-of-a-sudden unrealistic deadlines (some as little as 2 days in the middle of the work week or at the beginning of the semester when administrators should especially let faculty focus on students) that reflect little to no consideration for faculty's responsibilities with students. If COM reduces this overly bureaucratic paperwork culture, I think faculty would much rather spend that time on students and important student-related activities like this and it would help improve the overall morale on campus. This would be good for a college hour activity. Also flex. Also coming to a department meeting, however, those meetings are monopolized by bureaucratic issues, so currently this is not realistic. Make it part of convocation. Part of leadership series, particularly how faculty and SS can work together to advocate for students but in ways that do not infringe upon faculty's academic freedom or in ways that are not unprofessional and disrespectful to the instructor. If we have time and space to come together and discuss this, we can come up with productive and effective ways to help the students together.</p>	11/4/2017 1:29 PM
45	<p>I have taught classes in intercultural and interpersonal communication which helped in two ways. One, I had to study the subjects in depth and two, the classes involved lots of sharing of backgrounds and concerns by the students. We got to know everyone's story and saw each person as an interesting and valued friend. The in-class sharing could be done in all sorts of classes without needing the academic background in intercultural/interpersonal communication.</p>	11/4/2017 7:48 AM
46	<p>Experience: I have been teaching at COM for 24 years.</p>	11/3/2017 9:03 PM
47	<p>Working with SAS students.</p>	11/3/2017 8:43 AM
48	<p>Many, many flex opportunities and seminars.</p>	11/3/2017 7:32 AM
49	<p>Personal experience as an historically underrepresented group, my field of study, professional development outside of com People here need cultural competence training. The college needs to do more than send surveys and talk about the commitment. Actions speak louder than words</p>	11/2/2017 10:55 PM
50	<p>FLEX Workshop - LBGTQ+ Workshop was very informative and helpful. More events like "This is what a feminist looks like at COM," but with other themes to raise peoples' awareness, empathy, and consciousness. More student panels on issues like DACA. More collaborations with organizations like Canal Alliance and groups in Marin City. Continued administrative support for programs like Umoja, Puente, and First Gen Scholars.</p>	11/2/2017 7:44 PM
51	<p>I have taken trainings on diversity in preparation for serving on hiring committees. That has been very helpful. There was a FLEX activity on hunger and resources to combat hunger that was very helpful.</p>	11/2/2017 4:52 PM
52	<p>Outside professional development training</p>	11/2/2017 4:06 PM
53	<p>Personal experience informs my daily living and teaching practices. I really enjoyed the Equity Summit and think that we should have those 2 women back to do more, in a less rushed process. They had a lot of content that I think we, as a community, need, and did not have time to hear.</p>	11/2/2017 2:18 PM
54	<p>I am very pleased that Puente is here. I think it makes Latinos have more pride and confidence. I would like training on working closely with African Americans and Latinos to better support their reading and writing processes in the Writing Center. For example, how do we reduce psychological barriers?</p>	11/2/2017 1:37 PM
55	<p>My life experience. We should get training on what programs are available to students. Maybe a brief blurb at every convocation and a semi-annual email. I think it is good to focus on equity issues for introductory math classes and precollege classes. By the time students get to our discipline, they have already succeeded. We provide an environment that is respectful towards everyone. Maybe we should have some sort of pre-college program in Marin City and one in the Canal in San Rafael. For some people living in these areas, transportation is an issue. When I commute by bus, it takes over an hour to get over the hill from San Rafael.</p>	11/2/2017 1:22 PM

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56	My department is dedicated to teaching those in marginalized position by default (College Skills); my training and individual professional development reflects that. Helpful professional development would include pedagogical best practices for higher education and workshops or sessions that connect faculty (often great students, higher SES, white and male) to the range of experiences of current students at COM (that give both a personal notes about experiences of "slow" students, low SES, minority students AND practical changes that faculty can implement).	11/2/2017 1:17 PM
57	Seeing every person as an individual and always offering an open ear. My students know that they can talk to me about anything (and often do), and I do my best to recommend College programs that may be beneficial. Having more follow-up after CoM Care reports would be helpful. You may not be able to share details due to confidentiality, but I don't even get a name on the report that tells me it is closed (so when I have more than one report open, I have no idea which student it is). Rather than just saying "closed, it would be helpful to explain what action was taken, and suggestions on how I move forward with this student, or students like them.	11/2/2017 1:03 PM
58	Professional development in understanding the needs of students with disabilities	11/2/2017 12:36 PM
59	Learn more about Puente and Umoja/other learning communities - how a student joins one, what goes on and how students are helped.	11/2/2017 12:20 PM
60	Listening to and paying attention to my students and current and historical events and realities that effect them. Deep self analysis. Classes on intercultural communication. Being in a mixed marriage. Life experience. Blaze's workshop on teaching young men of color where she quoted a young man saying they was trying to survive in a place designed to kill them. That one line made more of an impact on me and my teaching than 2 years of flex week. It would be nice if we could have more student forums like the one this semester (faculty listening to student panel) and maybe communities of practice to swap philosophies, materials, etc. I've done some very empowering assignments with my students that I'd like to share and get input on, and I'm always looking for new reading material. My colleagues in my department are already on the same page though. We are already collaborating in this regard.	11/2/2017 12:18 PM
61	working at the children' center as a teacher I work closely with families from a variety of backgrounds to support their success as students as well as their children to be successful in preschool. future trainings how I can understand, support, and accommodate families from underrepresented populations	11/2/2017 12:16 PM
62	EEO - is very helpful its good to know I am being grossly under paid Hispanic female in the Trades.	11/2/2017 12:04 PM
63	Has helped me: reading the equity plan; student panels at PD days; reports to the EPC on strategic plan objectives Would be helpful: presentations by experts; opportunities to shadow staff in student services departments; organized cohort-based training experiences	11/2/2017 11:59 AM
64	The most useful training I've had was taking introductory community college courses in intercultural communication and gender & communication. The second most helpful thing has been having a son who received his BA and is finishing his MA in Communication Studies and Social Justice, and our dialogues about his studies. The next were having friends who were heading DSP&S departments and actually teaching diverse students in high school and community college, and I sure wish I'd had the insights when I started that that I have now.	11/2/2017 11:46 AM
65	Research because this is an issue I care about; attendance at prof devel trainings; working with Puente and Umoja; talking to my students and colleagues about this matters	11/2/2017 11:42 AM
66	Personally, striving to have empathy for others, having an open mind & taking advantage of educational opportunities whether they are formal academic courses or workshops & conference sessions that have content regarding supporting historically underrepresented or marginalized populations. Continue to have mandatory equity trainings & training in general for staff regarding the basics of student services processes & student friendly service that include those who claim that they "do not work directly with students" - it would make life easier for those who do work directly with students, if they could answer simple questions rather than shuffling students from one office to another. At times it feels like the attitude is "this job would be great, except for the students" when it should be that "this job is great, because of the students!"	11/2/2017 11:10 AM
67	the trainings offered and open discussions	11/2/2017 11:08 AM
68	A college hour each week, let's say Wednesdays at 12:00-1:00, would help us build professional development into our busy lives, rather than trying to do professional development on the side during Flex Week and catch as catch can. Some college hour activities could be enriching for us and for our students. Some could be for faculty and staff only.	11/2/2017 10:41 AM
69	Personal conversations, anecdotes, diversity/inclusion training, reading	11/2/2017 10:27 AM



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70	Lab tutoring work. I get exposed to the complete mix in positive circumstances for making a connection and discovering ways to have some impact. Sharing of specific methods of teaching is very useful, ala FLIT.	11/2/2017 10:26 AM
71	I am an African American male. There isn't a day that goes by that I don't think about how my race has impacted my journey in this lifetime. I continue to learn more and more horrific things that have happened to Blacks over the course of US history, not to mention the slew of police killings that have happened recently. Quite frankly, the emotional toll is devastating, and I am exhausted!	11/2/2017 10:10 AM
72	COM does not help you understand historically underrepresented populations. I had a two black women training me with professionally development, a 5 black out of 6 students, and it's happening too often. Latinos are 29% of the students, only 5% are black. Asian, Pacific Islander, I think too often casually mentioned but excluded. Trans and disability activists are historically ignored. It's too often white upper middle class deciding what's historically underrepresented populations.	11/2/2017 9:59 AM
73	More conversations with staff and faculty about tangible things we can incorporate into our daily practice to address equity issues and support underrepresented populations.	11/2/2017 9:52 AM
74	The Student Panel on October 4th.	11/2/2017 9:48 AM
75	What has helped has been the accrual of authentic interactions and relationships with students who come to our CCC with their own unique socioeconomic, psychosocial, and personal/spiritual statuses. What has also helped me are my own experiences, which are nontraditional. These have helped me to connect more meaningfully with students and to tailor lessons, teaching techniques, and learning objectives as needed; these have also helped me to volunteer relevant suggestions in committee work. What doesn't help is being addressed by program representatives or underrepresented students as if I don't know firsthand about marginalization. What also doesn't help is the encouragement of program identities linked to ethnicity at the expense of cross-campus inclusivity--what is sometimes called the "closed silo" effect.	11/2/2017 9:41 AM
76	My MA degree dealt with this issue extensively.	11/2/2017 9:39 AM
77	I have studied social determinants of health, cultural competent care practices, and strive to improve my interactions and knowledge	11/2/2017 9:28 AM
78	Our recent Professional Day focusing on equity was beneficial; especially for those of us who do not engage with our students on a daily/regular basis.	11/2/2017 9:25 AM
79	Working directly with community members and prospective students, hearing directly from them about needs, goals, challenges, etc.	11/2/2017 9:21 AM
80	I would love to have departmental/college data dives (in a whole-team setting). We could come together over data and assessment and utilize outcomes to inform new initiatives.	11/2/2017 9:20 AM
81	Clear & comprehensive trainings about Learning Disabilities and Differences not all "LDs" are stoopid or dumb just think differently.	11/2/2017 9:18 AM
82	guest speakers who've use history, cultural context and research in their presentations, as well as some hands on/discussion oriented pedagogy.	11/2/2017 9:17 AM
83	Regularly offered comprehensive training opportunities on power, privilege, and oppression. (One possible model would be A World of Difference created and facilitated by the Anti-Defamation League.) Readings and discussions around issues of identity, oppression, and allyship. (A thorough and comprehensive model would be Clemson's Good Talk series.) Staff/Faculty incentive to engage with COMmon Read program.	11/2/2017 9:13 AM
84	I grew up in Richmond which has much more diverse population then in Marin. Also being a poorer community there is less elitism which occurs in Marin. My high school was 60% African american. I was a minority. I see discrimination happen everyday. When i tell people I'm from Richmond and i live there now, they have negative reactions and i believe this partly due to prejudice.	11/2/2017 9:11 AM
85	Breaking stereotypes and myths about underrepresented populations (economic, racial, ethnic, political, and religious)	11/2/2017 9:10 AM
86	We need professional development training that states the basics and explains current policy. The majority of staff do not know these policies. Also some are resistant to this type of training because it feels like a punishment for things beyond our control.	11/2/2017 9:06 AM

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87	The student panel during the most recent Equity Day was impactful for me, personally. I also believe (or at least hope) that it is harder for people who are resistant to the idea that inequity even exists (and there are some here who believe this) to dismiss the real-life experiences of our students, especially if presented as a group with consistently similar experiences.	11/2/2017 9:06 AM
88	Data information from COM. Hidden Figures reading Convocation speakers It would be useful to have training on white privilege. What is it? How do we use that knowledge to improve success of all student groups at COM?	11/2/2017 9:06 AM
89	first and foremost, listening to students and giving them the opportunity to share their side of the story have allowed me to see things from their eyes. What they share with me allows me to make decisions to promote student success and not enable them to fail.	11/2/2017 9:05 AM
90	After the equity professional development workshop, I had ongoing conversations with my coworkers. Open and honest conversations are very helpful. I also did a "What lies below the surface" workshop during Flex week, and that was also helpful.	11/2/2017 9:03 AM
91	I think it's very important to discuss and explore different cultures to understand better why people may act a certain way. The college has a tendency to focus on one particular ethnic group because they are the majority of the student population.	11/2/2017 8:59 AM
92	Student panels and online training.	11/2/2017 8:51 AM