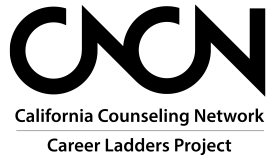


EQUITY- GROUNDDED COUNSELING: Serving Black Students

WEBINAR SERIES

Deconstructing the Process of Career & Educational Planning



**Welcome, Invitation
to the Space, Community &
The Porch**

*Dr. Wendy Stewart
Dean of Counseling & Student Development
MiraCosta College*

Nkonsonkonson





Framing for the Work

Luis Chavez

Senior Director

Career Ladders Project

California Counseling Network (CaCN)

Founding Member, COLEGAS

Speakers



Dr. Adrean Askerneese
Counselor, Immediate Past
Department Chair
General Counseling
MiraCosta College



Dr. James Canady
Counselor, Immediate Past
Department Chair
General Counseling
Grossmont College



Jonathan Henderson M.A.
Regional Coordinator
Umoja Community
Education Foundation
Sacramento, CA



OVERVIEW



- I. Context Matters: History of Ed-Planning in relation to Black students
- II. Reframing Help-Seeking Behavior
- III. Equity Educational Planning In Practice: A conversation with SmAsH

Shared Language



Educational Tracking - the placement of students into different kinds of educational programs according to a defined criterion of similarity or dissimilarity, (Clark, 1960; Mickelson, 2005; Rosenbaum, 1976).

Academic Counselors Function As
Agents of Educational Tracking
(Clark, 1960)

Academic Counseling: A History of Mistrust in Black Communities

Academic Counseling, as a form of **educational tracking** has developed a history of mistrust among Black-communities



Enslavement | Denied Pathway

- Pseudo-Religious Indoctrination
- Literacy Laws
- Removal of Cultural Identifiers
- Education Tied to Enslaved-Economy
- Mis-education

(Brint & Karabel, 1989; Dumas, 2016; Stein, 2017)

ANTI-LITERACY LAWS

In Virginia, should free negroes or their children assemble at a school, to learn reading or writing, any justice of the peace may dismiss the school, with twenty stripes on the back of every pupil.'—*Jay's Inquiry* p. 23.

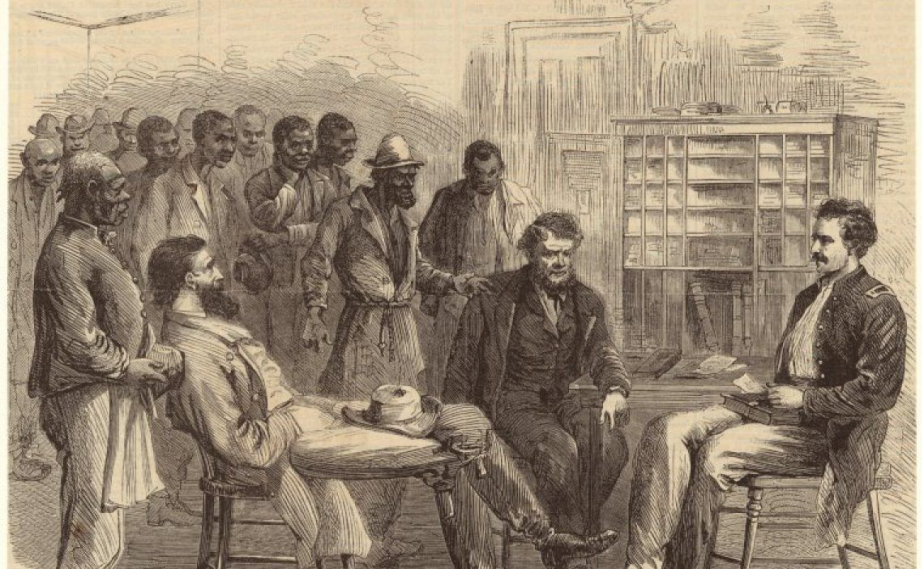
'In Louisiana, the penalty for instructing a free black in a SUNDAY SCHOOL is, for the first offence, five hundred dollars, for the second offence, DEATH. —*ib. p. 24.*

BOSTON, THE LIBERATOR APRIL 26, 1839

1865 - 1960s | Forced Pathway

- Black communities were **viewed as “hapless” and “uncivilized”** and purpose of education was to **“civilize”** them.
- Course pathways for Black students became a reflection of that racist-ideology:
 - Religious education
 - Trades
 - Social skills
 - Teacher education

(Allen & Jewell, 2002; Harper, Patton & Wooden, 2009; Redd, 1998)



Freedmen's Bureau & Education of Freedmen

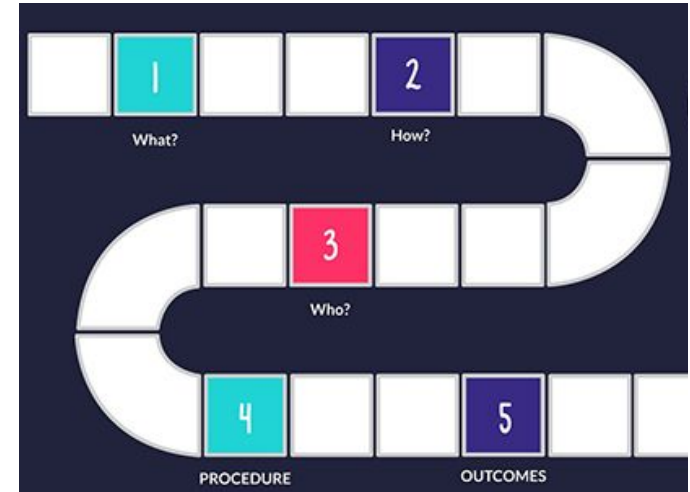
Two Year College Course Offerings - Florida 1960

(Miller, 1962)

College	Predominant Race of Students at College	Course Offerings
Hampton Junior College	White	Business, pre-dentistry, pre-medicine, pre-law, teaching, nursing, physical education, biology, chemistry, mathematics, geography, history
Gibbs Junior College	Black	Medical technology Pre-pharmacy
Pensacola Junior College	White	Automation & Control Management Nuclear Management Industrial Management
Washington Junior College	Black	Basic secretarial training
Gulf Coast Jr. College	White	Accounting, general business, secretarial science (general, legal, medical), engineering technology, drafting technology, industrial technology, mathematics aide, electronics technology
Rosenwald Jr. College	Black	Basic secretarial training
Daytona Beach Junior College	White	Building and contracting technology, civil technology, electronics technology, mechanical technology
Volusia County Community College	Black	Cosmetology, auto-mechanics, shoe-repair, electrical repair, appliance repair, brick masonry, woodwork

1970s - Today | Guided Pathway

- **The “Cooling Out” Function In Education**
 - Crane Junior College, Chicago IL
- **Academic Placement (Pre-AB 705)**
- **Counselor Bias**



“California Guided Pathways”

Solution #1

Context Is Important



- Equity minded educational planning is incomplete without a historical perspective.
- Not only applies to national/state-wide history, but the history of your college & department

Help-Seeking Behavior defined...



As any action of energetically seeking help from the health care services or from **trusted** people in the community and includes understanding, guidance, treatment, and general support when feeling in trouble or encountering stressful circumstances. (Rickwood D, Thomas K., 2012)

Counselor's Role



Four functions for Counseling:

- Academic Counseling
- Career Counseling
- **Personal** Counseling
- **Coordination** with the counseling aspects of other services

Black Males perception of masculinity in seeking help

- Black males in the community college were less likely to seek out academic assistance in fear of being perceived as incompetent from peers and/or faculty. Flowers (2006)
- Black male students who sought out help from faculty/staff were perceived as mentally weak... (Harper, Harris, & Mmeje, 2005; Ludeman, 2004)

Why reframe help seeking behavior for Black Students?

Counseling is the most underutilized service amongst Black students

Achievement gap among Black students in the community college

An estimated 36% completion rate among Black students in the community college

Data surrounding the academic achievement of Black students (e.g., more than 57% of Black males drop out from the Community College w/o obtaining a certificate of degree within a three year time frame)

Applications for reframing help-seeking behavior for Black students

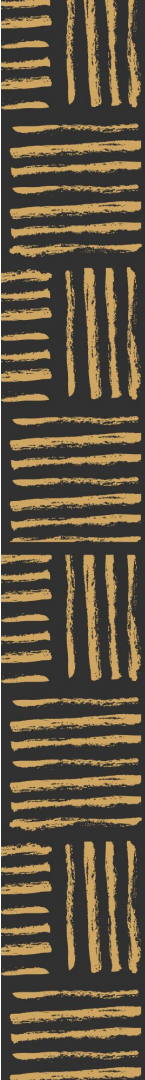


- Institutional infrastructure (locations of support)
- Exploring our interactions to engage Black Students (e.g., Parent orientations, walking around campus to visit student spaces)
- Counseling services need to be intentional (e.g., Umoja programs, Counseling courses and instructional faculty)



Why do so many Black students statistically struggle in education?





According to Carter and Welner (2013),
“Calling the persistent achievement
disparities between Black and Latino
students and White students a “gap”
suggests that something inherent in
Black and Latino students, their families,
communities, cultures, schools, and
teachers are responsible for the
disparities” (p. 13).

Carter, P. L., & Welner, K. G. (2013). Closing the opportunity gap: What America must do to give every child an even chance. Oxford University Press.

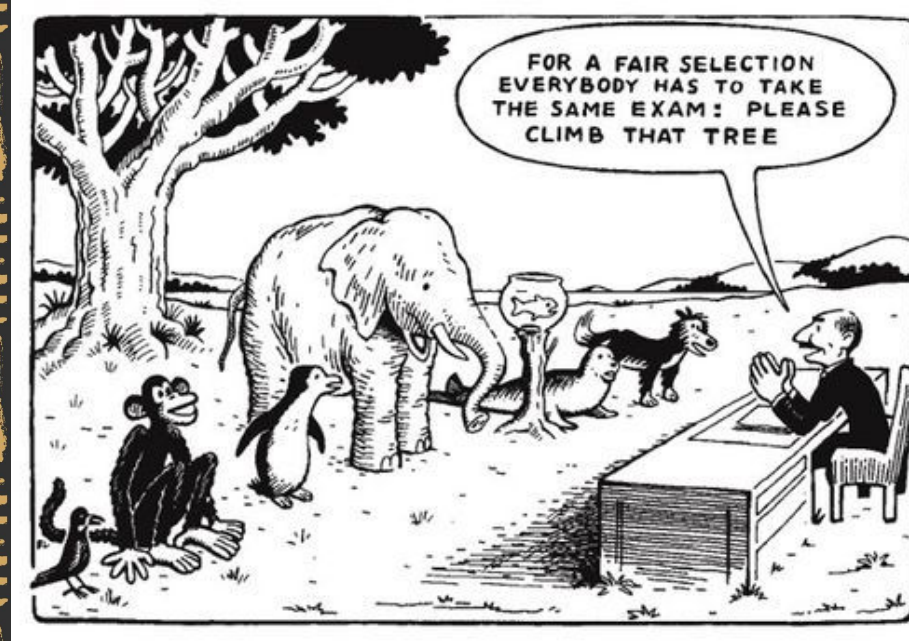
Black Students Are Minoritized

... refers to the objective outcome, experienced by “minority” racial-ethnic groups, of the exclusionary practices of more dominant groups resulting from historical and contemporary racism”

Chase, M. M., Dowd, A. C., Pazich, L. B., & Bensimon, E. M. (2014). Transfer equity for “minoritized” students: A critical policy analysis of seven states. *Educational Policy*, 28(5), 669–717.

Key points why Black students struggle

- Eugenics Movement- a biological basis for superiority of Whites against certain racial groups, most active in the early 1920s.
- Deficit Based Thinking- poor schooling performance is blamed on student's inabilities (e.g. Cognitive and motivational deficits).
- Cultural Mismatch Theory- low-income students are different in their culture and cognitive abilities (Stanton-Salazar, 1997).
- Educational Cultural Capital - Aschaffenburg and Maas (1997) refer to these educational expectations as cultural capital, first developed by Pierre Bourdieu (1977), which is defined as "a proficiency in and familiarity with dominant cultural codes and practices" based on parents' educational experience
- Success measures rooted in western ideology (Hale, 1986; Hammond 2014)



Redefining What Is Considered Educational Planning With An Equity
Lens - A Holistic and Student-Centered View To Counseling

Student Session

Delonta...aka...SmAsH



Redefining What Is Considered Educational Planning With An Equity Lens: A Holistic and Student-Centered View To Counseling



- The importance of developing rapport and a relationship (addressing issues of trust with the institution and a breaking of trust with prior experiences).
- Not overlooking the importance of student narrative.



Redefining What Is Considered Educational Planning With An Equity Lens: A Holistic and Student-Centered View To Counseling



- Affirming a student's process (eg. changing of a major as students learn the system and become more aware)
- Underscoring the impact of basic needs

Redefining What Is Considered Educational Planning With An Equity Lens: A Holistic and Student-Centered View To Counseling



- Empowering students in the process vs. telling them what to do and what to take
- Community approach to counseling (family, church, etc.)



Putting it into practice

“show love:” small affirmations, acknowledgment, “sawubona - I see you”

Make students collaborators and partners in the ed planning process (empowering students)

“Meet students where they are” - informal spaces that Black students occupy (in person and virtually - Umoja Village vs. Porch talk)

Make a connection: when a student is sharing their narrative, they are sharing information important to educational planning

Disrupt stereotypes in career/major choice

Address the desire to not be intrusive or overstep versus what is best for the student: pushing down the fear that you don't have something in common

Basic needs: engage in the conversation via dialogue versus making stereotypes

Book Recommendations

- The “Cooling Out” Function In Higher Education (B.R. Clark)
- Teaching Men of Color in the Community College: A Guidebook (Frank Harris (III), J. Luke Wood, and Khalid Edd White)
- Student Engage in Higher Education: Theoretical Perspectives and Practical Approaches for Diverse Populations 3rd ed. (Stephen John Quaye and Shaun R. Harper)
- Advancing black Male Student Success From Preschool Through Ph.D. (Shaun R. Harper)
- Ebony and Ivy: Race, Slavery and The Troubled Hisotry of the Americas (C.S. Wilder)
- Long Time Coming: Reckoning with Race in American (Michael Eric Dyson)
- Just Mercy - A Story of Justice and Redemption (Bryan Stevenson)
- Race Matters (Cornel West)
- Stamped from the Beginning (Ibram X. Kendi)
- Between the World and Me (Ta-Nehisi Coates)
- Culturally Responsive Teaching and The Brain (Zaretta Hammond)
- A colonial history of higher education present (sharon Stein)

Questions?

Zoom users:

Please let us know your questions in the chat

YouTube users:

You will need to log in to add your questions in the live chat function.

TAKE IT TO THE PORCH

- Where is there evidence of educational tracking in your own counseling department? How might this be detrimental to Black students?
- How do Black students experience the counseling department at your campus?
- What are ways to send the message of “I See You” to Black students?
- What are some creative outreach and inreach practices that can be developed at your college to reach Black students?
- What needs to change in order for you to successfully make the shift? personal, department, division, college . . . ?

NEXT WEBINAR:

Addressing basic needs in educational counseling environments

February 19th
8:30 am to 10:00 am

EQUITY GROUNDED COUNSELING

Serving Black Students

4-PART WEBINAR SERIES

EMPATHY AS A TOOL FOR EQUITY

JANUARY 29TH
8:30 - 10:00 AM



Dr. Adrean Askerneese
Counseling Faculty
MiraCosta College



Devon Boone, LCSW
CARE Manager
MiraCosta College



Dr. James Canady
Counseling Faculty
Grossmont College

DECONSTRUCTING THE PROCESS OF CAREER AND EDUCATIONAL PLANNING

FEBRUARY 5TH
8:30 - 10:00 AM



Selam Gebrekristos, MS, LMFT
Counselor & Coordinator
EOPS/Next Up Program
San Diego City College



Jonathan Henderson, MA
Regional Coordinator
Umoja Community
Education Foundation



Don Love, MA
Umoja Co-Counselor/
Coordinator
MiraCosta College

ADDRESSING BASIC NEEDS IN EDUCATIONAL COUNSELING ENVIRONMENTS

FEBRUARY 19TH
8:30 - 10:00 AM



Nicole Jones, MS, MFT
Dean, Counseling Services
Cuyamaca College



Dr. Wendy Stewart
Dean, Counseling &
Student Development
MiraCosta College



Mercedes Tiggs, LCSW
Umoja Co-Coordinator/
EOPS Counselor
Palomar College

MAINTAINING AN EQUITY FOCUS IN THE FACE OF OPPRESSIVE STRUCTURES

FEBRUARY 26TH
8:30 - 10:00 AM

Sponsored by:



JOIN THE CaCN COMMUNITY!



Home

Pings

Hey!

Activity

My Stuff

Find

Go to the Clientside for Public →

Public

CACN, a community of practice sponsored & facilitated by the Career Ladders Project

The CaCN (California Counseling Network) basecamp group, open to ALL student support services professionals and counselors at high schools and community colleges, serves as a communication and exchange tool in support of student success and equity.



Campfire



Kerry Compton 1:42pm

Not to my knowledge, but I



Deidre Hill-Valdivia, Ed.D 1:55pm

Thanks, Kerry.

Message Board



Student Supports Going Virtual!



Student Supports Going Virtual!

Docs & Files



The background features a decorative border with a repeating pattern of yellow and black vertical and horizontal lines, resembling a woven or knitted texture. The main text is centered in a large, bold, white font.

Thank you for joining us!

The recording, presentation and resources from today's session will be emailed to all those that registered.

Images & videos in this presentation are not owned by MiraCosta College nor Career Ladders Project.