

Thriving Together: Expanding Student Centered Counseling





Today's Team



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Agenda

- Welcome and Introductions
- CLP Exploring Equitable Counseling
- Unpacking what "Equitable Counseling" means
- Interactive Activity: Action Beyond Transaction(s)
- Final Reflections
- Call to Action
- Closing



CLP Exploring Equitable Counseling



Chabot College: Uplifting Practices of Learning Communities





Delivering Equitable Counseling: How Can We Get There?





CLP Exploring Equitable Counseling



Riverside City College: Redesigning Practices Based on Shared Definitions of Equity and Justice





Berkeley City College: Redesigning Practices Based on Equity and Justice





Cerritos College: Utilizing Communities of Practice to Support Equity-Focused Changemakers





Publication Highlights

- A vision for delivering equitable counseling
- Insights into how to move from transactional to transformative approaches
- Examples of and challenges to moving towards an equitable counseling model
- A guide and planning tool for moving your counseling departments towards delivering equitable counseling services.



Publication Highlights Cont

How Counseling Faculty are Moving Towards Equitable Counseling

The lives of our students are dynamic. Our institutions are transforming. To meet the changes, counselors must remain agile in practice, pivot to ensure students are supported through changes, and continue to connect practice-to-equity. Counselors cannot compromise their practice when the system's priorities shift and initiatives change. Instead, counselors must use these shifts to refine practices, keeping equity at the center. Counseling faculty are moving towards an equitable counseling model in small and big ways:

- Adapting learning community counseling practices
- Utilizing communities of practice to support equity-focused change makers
- Redesigning practices based on shared definitions of equity and justice
- Utilizing success coaches/advisors/peer coaches as support
- Piloting new practices and programs
 To ensure this work changes institutional counseling models, an institutional commitment to systemic change is critical.











Utilizing Communities of Practice to Support Equity-Focused Changemakers

Transformational Practices

- Review data on student demographics. Look at who is not here- both students, faculty, staff, administrators compared to the local area. And ask what you can do to create a more welcoming environment
- Examine your positionality and reflect on how that may be influencing the way you show up for students.
- Develop an openness to learn and willingness to be comfortable with feeling uncomfortable with critical conversations.
- Engage in self-work to be critically conscious and best able to serve students



"Black Students need to connect and feel valued or they will leave."

Uplifting Practices of Learning Communities at Chabot CollegeTransformational Practices

- **Build Relationships:** Be available for students
- Connect with Black students: Share your humanity with students and connect with their humanity
- **Break the Mold:** Be creative in garnering resources to support Black students and brave enough to fail in that

Friends For Life Activity



Friends For Life Activity

- 1. Find a partner you do not know
- 2. Wait for instructions



Instructions

Introduce yourself
 Who are you? Answer the following question

b. What brought you here? What are you hoping to gain from this experience?



Friends for Life cont'd

- 1. Switch partners, introduce yourself
- 2. Choose a person to go first
- 3. Answer the following question
 - a. How did you choose to become an educator? Who or what inspires you to continue?



Friends for Life cont'd

- 1. Switch partners, introduce yourself
- 2. Choose a person to go first
- 3. Answer the following question
 - a. What are some challenges that make it difficult to deliver equitable counseling?



Whole Group Reflection



Think - Pair - Share

- What students are furthest from opportunity and why?
- How often do you receive feedback on your counseling practices?
- How do you revamp, refine, or transform your counseling practices?



Share Out



Group Work and Reflections



Prompt:

- Take a moment to write notes reflecting on the question.
- In your groups, reflect on each question and your notes...
- As a group, use the poster paper and markers to record shared practices and surprises ...
- After each question, groups will share-out



Prompts:

• What power, agency, and influence do you have in your role to support students?

 What are ways you create relationships with students during a counseling session?

 What are the most effective tools in supporting students who have non-academic related challenges and barriers?

• Outside of referrals, what in-session approaches/counseling pedagogies do you utilize to support students?



Share Out



Prompt 2:

What are ways you create relationships with students during a counseling session?



Share Out



Prompt 3:

- What are the most effective tools in supporting students who have non-academic related challenges and barriers?
- Outside of referrals, what in-session approaches/counseling pedagogies do you utilize to support students?



Share Out



Question 3:

- What actions can be taken to ensure equitable counseling at all levels (student, classified staff, faculty, administrators community)?
- Share-Out



Student-Centered Counseling

- Students: What do students want educators to know about their experience?
- Educators: How will you incorporate the voices you heard today into your counseling/educational practice?

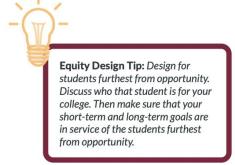


Plan to Move the Work Forward

After developing a vision and values for defining the direction of an equitable counseling model, it is important to establish a plan to move the work forward:

- Set clear and achievable goals.
- Identify activities that support reaching those goals.
- Tie each goal to a timeline and person responsible.
- Identify time needed to do the work.
- Leverage outside support when needed to keep moving forward—losing momentum can lead to frustration.
- · Celebrate the changes even when small.

Vision: Write your vision statement at the top of your planning documents to keep you focused.



Short term goals	Timeline	Activities	Resources Needed	Lead	Milestone to be communicated and celebrated
Develop a plan for coordinated support	Fall 2024	 Establish a cross- functional workgroup including students. Identify a lead. 	Time to meet bimonthly.		Development of the team Draft of the plan. Incorporation of feedback



Thank you!



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