



# Social Justice & Career Advancement Institute

## **ACCCA Social Justice and Career Advancement Institute** **Cohort 1: Academy Evaluation Executive Summary** *August 2024*

The Social Justice & Career Advancement Program (SJCA) is an innovative partnership between ACCCA and the CCCCO to address a leadership pathway gap for people from marginalized communities aspiring to executive leadership roles.

The goal of this effort is to directly support the Diversity, Equity, Inclusion and Accessibility [DEIA] focus of the [Vision 2030](#), by assisting in the professional development of administrators who will foster more equitable and diverse institutional practices at their campuses within the California community college system.

SJCA has already exceeded expectations with the inaugural cohort! We developed a comprehensive application, review and selection process developed in partnership with the CCCCO team and Ed Insights.

The goal is for each cohort to have 40 participants and to increase the number of cohorts over three years. In the first cohort application process we received 124 applications representing 63 CCC campuses—over half of our system represented!

For the review and vetting process, great care was taken to ensure that each application was reviewed by two members of the planning team including the program manager, ACCCA executive director, members of the advisory committee and a representative from the CCCCO team.

Applicant scores were tabulated across various categories to ensure representation and accessibility in developing the first cohort, resulting in 34 separate campuses being represented, and a balance of gender, sex, economic, religious, ability and regional diversity within our community.

Cohort 1 participated in the first component of the Institute—the Social Justice Academy, which took place in Irvine from June 26-28, 2024. The three days consisted of intentional sessions and content developed by our facilitators, Dr. becky martinez and

Dr. Alejandro Covarrubias, to ground participants in increased awareness of their own identities, operating within complex systems and developing skills to activate equity-engaged leadership skills in their professional journeys. Currently, Cohort I participants are taking part in *six monthly workshops* designed to build on the academy's themes and focus on career advancement strategies. The workshops have been developed through an iterative process based on an aggregate of the participant's responses in the application process and facilitated by national thought leaders.

As part of our commitment to understanding the impact of this program and its impact on the California community college system, we are engaged in regular assessment of each component of the Institute, in partnership with the Ed Insights team and the Chancellor's Office.

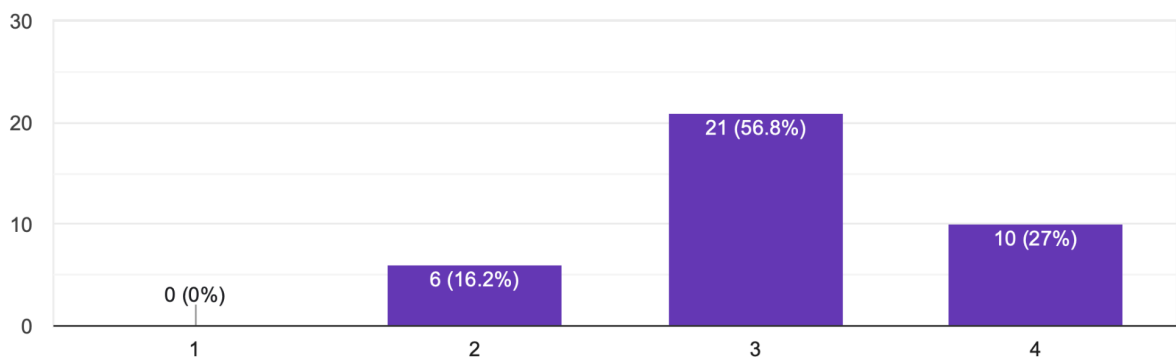
Outlined below are a summary of strengths, areas for growth as identified by participants following the Academy in June 2024, along with the action steps we are taking to improve the program for future cohorts.

### Strengths:

Overall, participants were highly satisfied with the Academy with 31 of 37 respondents noting it met their expectations.

On a scale of 1-4, how did the Academy meet your expectations?

37 responses

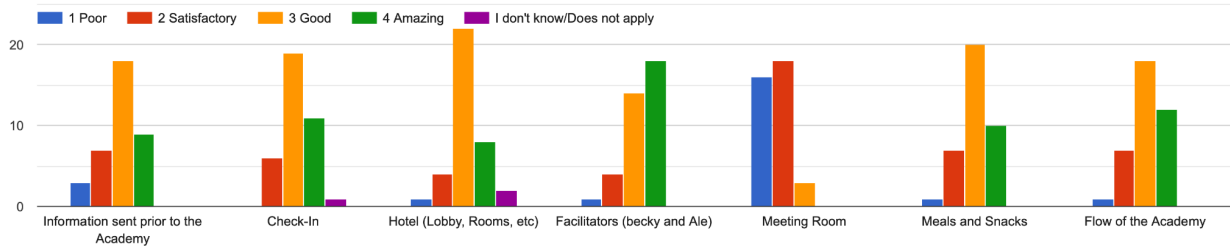


Participants noted several strengths of the program:

- The facilitators (Dr. becky martinez and Dr. Alejandro Covarrubias) were skillful
- Curriculum flowed well and was meaningful
- Check-in process was easy and streamlined

- Hotel rooms and facilities were great (see below for feedback on the meeting space)
- Diversity and breadth of the cohort's identities, roles and experiences

How would you rate the following



### Areas of Growth:

As the first Cohort to go through this program, we are really appreciative for the feedback they provided to evolve the Academy elements to better meet the needs of community college leaders in California. Participants noted the following as suggestions for improvement:

- Clear expectations and information about the program ahead of time
- More time to interact with cohort participants and build community
- The meeting room was not conducive for such a large group and lacking windows impacting the learning environment given the long days
- Offer more food options for people with dietary restrictions.
- Facilitators could have a better understanding of community college structures and contexts

### Action Steps:

Given the rich data we received, the ACCCA team is making intentional changes to the SJCA program for Cohort 2 and will continue this iterative process to continually improve the program.

- **Updated Application**
  - The SJCA Leadership Team and evaluators provided invaluable feedback on the first evaluation process. While the process went well, there were some unclear elements to the application. We have added additional questions and simplified language to ensure participant responses are suitable for the evaluation process.

- **Adding an orientation session**
  - The SJCA Program Manager will host a mandatory virtual orientation two weeks prior to the Academy for participants which will offer a clearer understanding of the program components, expectations and answer any questions. The three hour session will also include interactive activities to foster community among the participants.
  
- **Changing location**
  - To ensure a conducive learning environment, we have changed the hotel venue for Cohort 2. The H Hotel by LAX provides a 1,200 square foot meeting room with windows and ample break out spaces for participants and offers cheaper room and rental rates reducing our overall program costs.
  
- **Better options to meet dietary needs**
  - We are working with the venue to ensure meals meet the needs of all participants dietary requirements to the best of our ability.
  
- **Updating curriculum**
  - The SJCA team has spoken with Dr. [becky martinez](#) and Dr. Alejandro Covarubias to give feedback on the curriculum flow and suggestions to make sure we are meeting all our intended outcomes from this experience. The Program Manager and facilitators are working closely to update the curriculum for Cohort 2.

If you are interested in seeing the full survey results, please visit

[+](#) [SJCA Post-Academy Assessment \(Responses\)](#) or email [sjca@accca.org](mailto:sjca@accca.org).