



EQUITY
AVENGERS

Association of California Community College Administrators 101

A
**“Unapologetic Leadership: Leading through Challenge,
Opportunity, and Accountability”**

Presented by

Keith Curry, Ed.D.
President/CEO Compton College
#EquityAvenger
#RealCollegePresident
#ThoughtLeader

Equity Avengers

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EQUITY
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#EQUITYCHAT



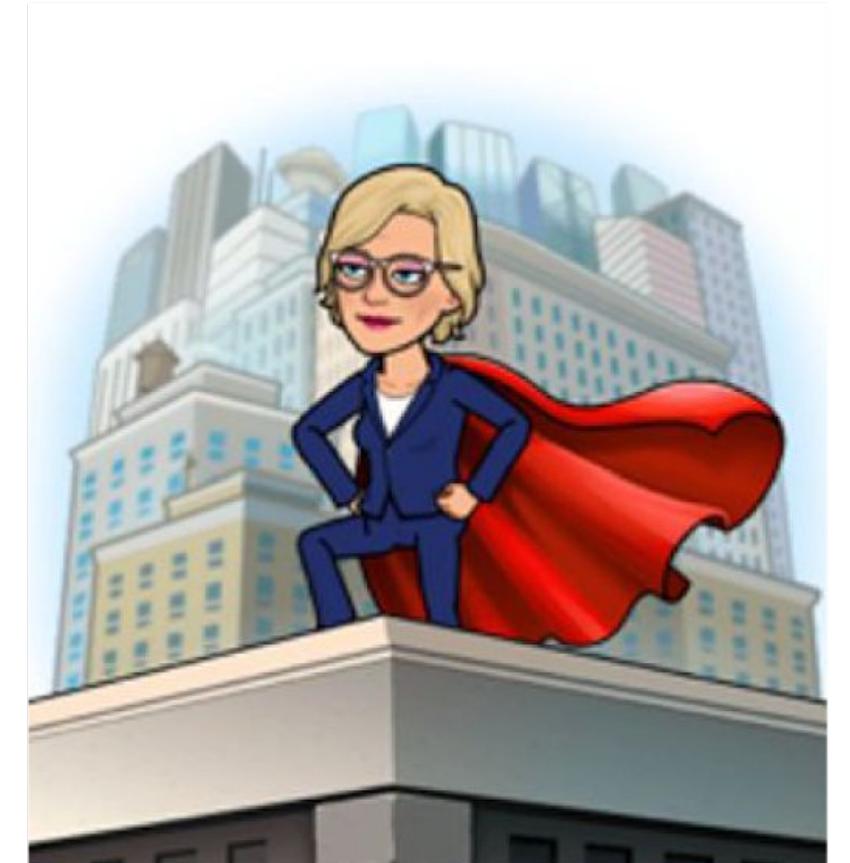
**Keith
Curry**

President/CEO
Compton College



**Tammeil
Gilkerson**

Chancellor
Peralta Community College District



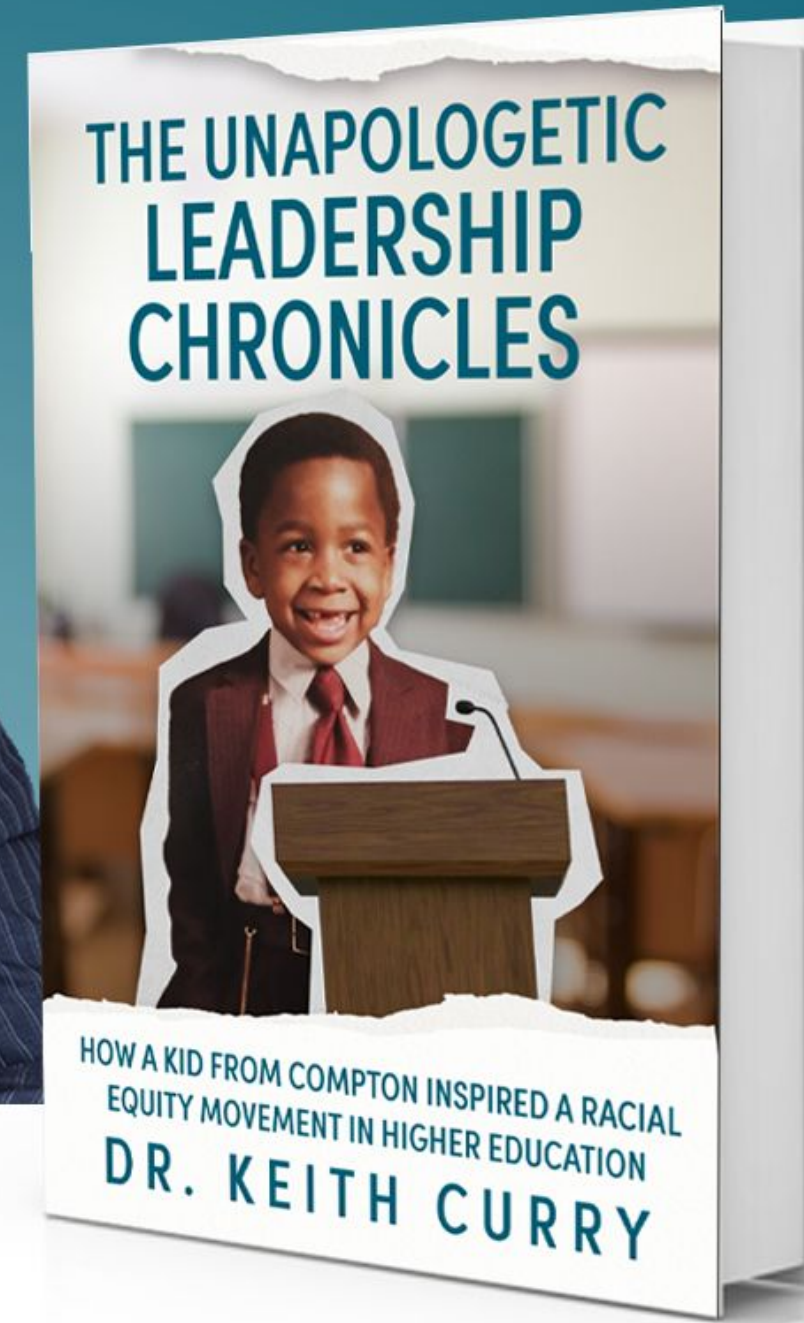
**Pamela
Luster**

President Emeritus
San Diego Mesa College

Keith Curry, Ed.D

- From Ball Boy to Compton Community College District CEO
- President/CEO of Compton College and Compton Community College District
- Education:
 - Doctor of Education - Educational Leadership from the University of California, Irvine
 - The Deaccreditation of Compton Community College: An Interpretation through the Kubler-Ross Grief Construct
 - Bachelor of Arts - American Studies- University of California, Santa Cruz

A NEW RELEASE FROM DR. KEITH CURRY!
COMING SOON



Release coming April 2025
iamkeithcurry.org

Compton College

- “The Keith Curry Love Story”
 - Born and raised in Compton, California
 - Relationship with Compton College dates to the fall of 1999
 - “Every Student is a Success Story”
 - June 7
 - Compton College achieved Initial Accreditation (**June 7, 2017**)
 - Compton College held its first commencement ceremony (**June 7, 2018**)
 - Compton College completed the transition with El Camino College (**June 7, 2019, at 11:59 p.m.**)



Kendrick Lamar

Compton College Commencement Special Guest - June 7, 2024

"I wanted to come out here just to tell y'all how much I appreciate y'all. I'm proud of the city of Compton, I'm proud of Compton College, most importantly, I'm proud of the graduates out here."

"When I walk out in these cities, in these countries, I can be proud and say, 'This is where I'm from.'"

Every Student is a Success Story!

How do you define success?

The Many Uncertainties in Higher Education

- **Funding for higher education.** - The *budget deficit is real and will be a challenge* for many colleges/universities.
- **Enrollment.**
- **Addressing students' basic needs.**
- **The new normal of higher education as a result of the COVID-19 pandemic.**
- **November 2024 Election**
- **The value of higher education.**

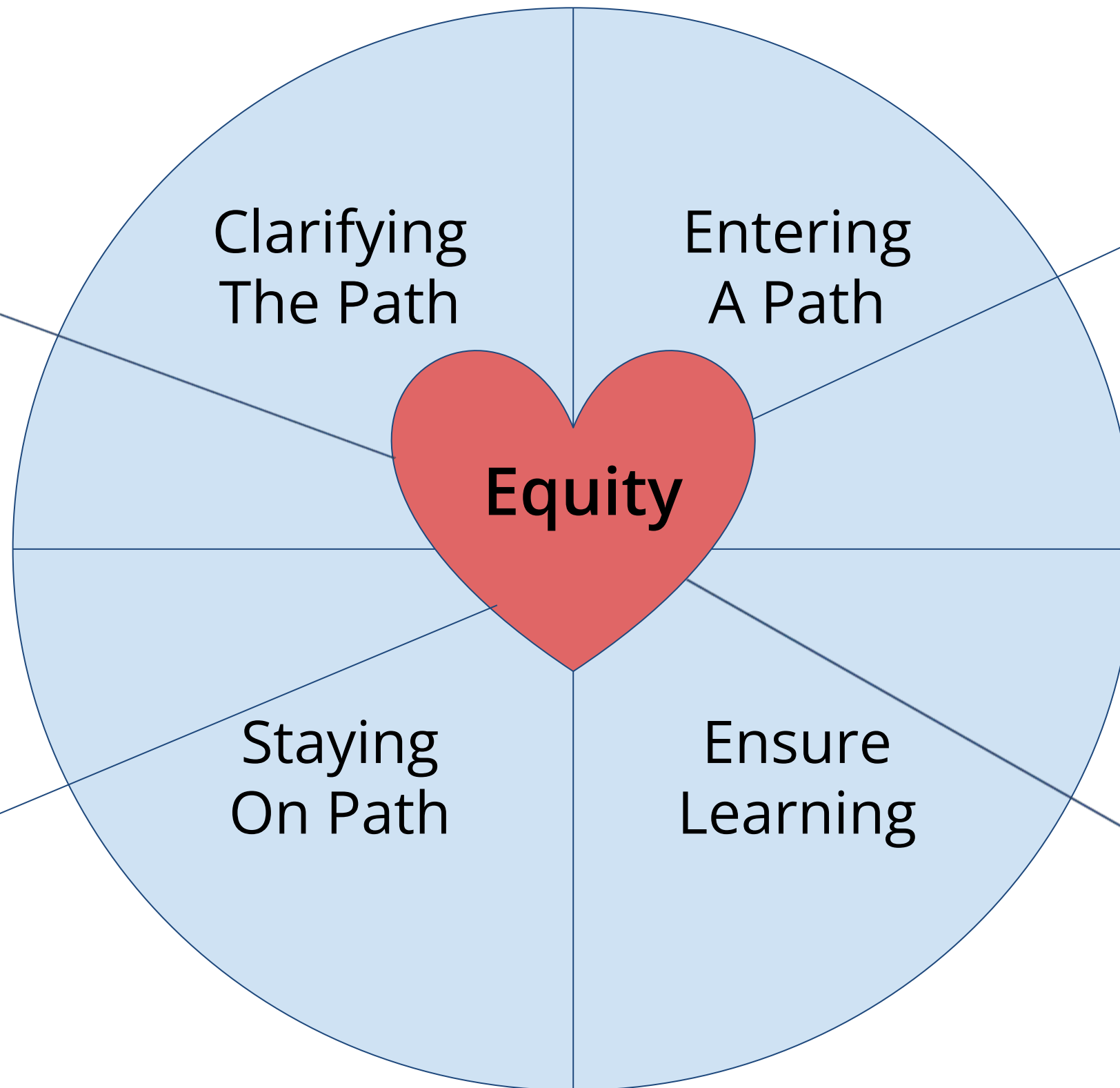
Value of Higher Education

What is the ***value of higher education*** and why are students choosing ***higher education or not?***

This is an unprecedented time in higher education, as we are all trying to find solutions regarding enrollment, student completion, and how we articulate the ***value of education*** to our constituents.

Racial Equity at the Heart of Guided Pathways

Meeting our student's basic needs.



Equity must be centered in Guided Pathways Transformations

Centering race in our conversations about Guided Pathways

Linking Workforce Development to Guided Pathways and not just in Career and Technical Education

Unapologetic

Unapologetic is defined as:
"not acknowledging or expressing regret."

We are unapologetic about our work toward student success because our position and decisions will impact students and their families for generations.

Racial Equity

“The process of eliminating racial disparities and improving outcomes for everyone.”

"It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color."

Source: [Race Forward](#)

Racial Equity

Unapologetic Leadership Thoughts:

- Institutional Effectiveness Website – data publicly available and disaggregated by race and gender
- Data Sharing Agreements – local K-12 district, CSU Dominguez Hills, County of Los Angeles for CalFresh Participation

Strategic Leadership

“Strategic leadership happens when a leader shares a vision and/or goal with their team and inspires them to work together to reach them.

A strategic leader often acts as the motivating force for an organization, letting individuals know their role in achieving the vision.

This leadership style helps others have direction at all times.”

Source: [What is Strategic Leadership? And What Does It Look Like?](#)

Intentional

As defined in Webster's Dictionary: intentional means
“done by intent or design.”

Budgets Are Statement of Values

If you are truly addressing Racial Equity and Supporting Student Success, it will be reflected in your Institutional Budget and through your Institutional Budget Allocations.

Unapologetic Leadership Thoughts:

- Hiring a Director of Black and Males of Color Success
- Summer Residential Programs – Clark Atlanta University, Arizona State University, UC Irvine
- Basic Needs Programs – one free meal/day, \$20/week for farmers market, bus passes, health services on campus, free printing, etc.

Participatory Governance



Governor - California State Legislature

Governor - Legislature



**California Community Colleges Board
of Governors/ California Community
Colleges Chancellor's Office**



**Locally Elected
Governing Boards**

- **73 Community College Districts**
- **116 California Community Colleges**

Participatory Governance

- Assembly Bill 1725 – California Community Colleges
- Defining Roles and Responsibilities as it relates to Governance
 - Single College, Multi-College District, Single College in Multi-College District
 - Compton College Collaborative Governance
- **Academic and professional matters** means the following policy development and implementation matters:
 1. Degree and certificate requirements
 2. Curriculum, including establishing prerequisites and placing courses within disciplines
 3. Grading policies

Participatory Governance – Faculty

- **Academic and professional matters** means the following policy development and implementation matters (Continued):
 4. Educational program development
 5. Standards or policies regarding student preparation and success
 6. District and college governance structures, as related to faculty roles
 7. Faculty roles and involvement in accreditation processes, including self-study and annual reports
 8. Policies for faculty professional development activities

Participatory Governance - Faculty

- **Academic and professional matters** means the following policy development and implementation matters (Continued):
 9. Processes for program review
 10. Processes for institutional planning and budget development, and...

Participatory Governance – Faculty

- **Academic and professional matters** means the following policy development and implementation matters (Continued):

“+ 1”:

Other academic and professional matters as mutually agreed upon between the governing board and the academic senate.

Compton Community College District Board Policy 2510 - Participation in Local Decision Making states that all of the 10+1 are rely primarily on the academic senate

Participatory Governance – Classified Professionals

- Staff (Title 5, Section 51023.5). Staff shall be provided with opportunities to participate in the formulation and development of district policies and regulations that have a significant effect on staff. The opinions and recommendations of the Compton Community College Federation of Employees Faculty Unit, Compton Community College Federation of Employees Classified Unit, and other employees will be given every reasonable consideration.

Participatory Governance -

Students

- Students (Title 5, Section 51023.7). The Associated Students shall be provided an opportunity to participate effectively in the formulation and development of district policies and procedures that have a significant effect on students, as defined by the California Code of Regulations. The recommendations and positions of the Associated Students will be given every reasonable consideration. The selection of student representatives to serve on district committees or task forces shall be made after consultation with the Associated Students.

Participatory Governance – Governing Board

- Act as a Unit – “ The board as a whole is a corporate body. It governs with one voice.”
- Work as a Board Unit Member – “... being a contributing member of the governing board”
- Set the college’s Strategic Direction – through the vision statement, mission statement, and core values.
- Employ, Evaluate, and Support the Superintendent/President
- Support and be an Advocate for the College

Source: ACCT 2020 Effective Governance / Best Practices

Participatory Governance – Governing Board

- Ensuring the Fiscal Health and Stability of the College – “the public money is spent wisely”
- Create a Positive Climate – “ through their behavior and policies, successful boards establish a climate in which learning is valued, professional growth is enhanced, and the most important goals are student success and adding value to the community.”
- Statutory Responsibilities
 - Establish policies and procedures to implement state laws

Participatory Governance – Governing Board

- Statutory Responsibilities (Continued)
 - Establish policies for and approve institutional planning documents
 - Approve the Annual Budget and monitor the fiscal conditions
 - Establish policies for and approve educational programs
 - Establish employment policies and approve the hiring of certain personnel
 - Manage and control district property

Participatory Governance – Accreditation Standards

- Accrediting Commission for Community and Junior Colleges (ACCJC) Accreditation Standard 4 - Governance and Decision-Making

The institution engages in clear and effective governance practices that support the achievement of its mission. Governance roles and responsibilities are delineated in widely distributed policies, and institutional decision-making processes provide opportunities for meaningful participation and inclusion of relevant stakeholders.

Participatory Governance - Accreditation Standards

- ACCJC Accreditation Standard 4 - Governance and Decision-Making

4.1. The institution upholds an explicit commitment to principles of academic freedom, academic integrity, and freedom of inquiry. (ER 13)

4.2. Roles, responsibilities, and authority for decision-making are clearly defined and communicated throughout the institution. The institution's structure for decision-making provides opportunities for stakeholder participation and ensures the inclusion of relevant perspectives.

Participatory Governance - Accreditation Standards

- ACCJC Accreditation Standard 4 - Governance and Decision-Making (Cont.)

4.3. The institution's decision-making structures are used consistently and effectively. Institutional decision-making practices support a climate of collaboration and innovation that advances the mission and prioritizes equitable student outcomes.

4.4. Acting through policy, the governing board takes responsibility for the overall quality and stability of the institution and regularly monitors progress towards its goals and fiscal health. (ER 7)

Participatory Governance – Accreditation Standards

- ACCJC Accreditation Standard 4 - Governance and Decision-Making (Cont.)

4.5. The governing board selects and evaluates the institution's chief executive officer (CEO). The governing board gives the CEO full authority to implement board policies and ensure effective operations and fulfillment of the institutional mission.

Participatory Governance – Accreditation Standards

- ACCJC Accreditation Standard 4 - Governance and Decision-Making (Cont.)

4.6. The governing board functions effectively as a collective entity to promote the institution's values and mission and fulfill its fiduciary responsibilities. The governing board demonstrates an ability to self-govern in adherence to its bylaws and expectations for best practices in board governance. (ER 7)

Participatory Governance

- Differences between the Academic Senate/Faculty Senate & Faculty Unions
 - “The 10 plus one” list – what is it?
 - “Wages & working conditions”
 - Other examples

What does governance look like at your institution?

Participatory Governance

- Questions to think about as it relates to governance:
 - Operational or governance?
 - Governance or working conditions (or both?)
 - Who does this action or policy impact?
 - Does everyone have the opportunity to contribute reasonably?
 - Where does this issue fit? What is its path?
 - What is our deadline?
 - What happens when things go awry in the governance process?
 - How will people know when a decision has been made?
 - How will we assess the impact/outcomes of the action?

Participatory Governance

- Questions to think about as it relates to governance and racial equity?
 - Who is included, who is missing, and are all voices/ideas valued?
 - How do you assess the equity impacts of decisions?
 - Are you engaging with data-informed practices?
 - How do you coach constituents on data?
 - How are decisions communicated? How is feedback given?

California Community College Initiatives

- **Senate Bill 1440** – California Community Colleges: Student Transfer
- **Senate Bill 1456** – Community colleges: Seymour-Campbell Student Success Act of 2012
- **2014-2015 Budget Trailer Bill** – Student Success and Support Program: Student Equity
- **Assembly Bill 288** – Public schools: College and Career Access Pathways partnerships

California Community College Initiatives

- **Senate Bill 1359** – Public Postsecondary Education: Course Materials
- **Assembly Bill 2364** – Public postsecondary education: community colleges: exemption from nonresident tuition
- **2016-2017 Budget Trailer Bill** – Strong Workforce
- **Assembly Bill 705** – Seymour-Campbell Student Success Act of 2012: matriculation: assessment
- **Guided Pathways at California Community Colleges**

California Community College Initiatives

- **Vision for Success**
- **2017-2018 Budget Trailer Bill – Student-Centered Funding Formula**
- **Assembly Bill 19 – California College Promise**
- **Assembly Bill 30 – Community colleges: College and Career Access Pathways partnerships**
- **Assembly Bill 2 – Community colleges: California College Promise**

California Community College Initiatives

- **Assembly Bill 132** – Postsecondary Education Trailer Bill
- **Assembly Bill 927** – Public Postsecondary Education: Community Colleges: Statewide Baccalaureate Degree Program.
- **Assembly Bill 928** – Student Transfer Achievement Reform Act of 2021: Associate Degree for Transfer Intersegmental Implementation Committee
- **Assembly Bill 183** – Higher Education Trailer Bill

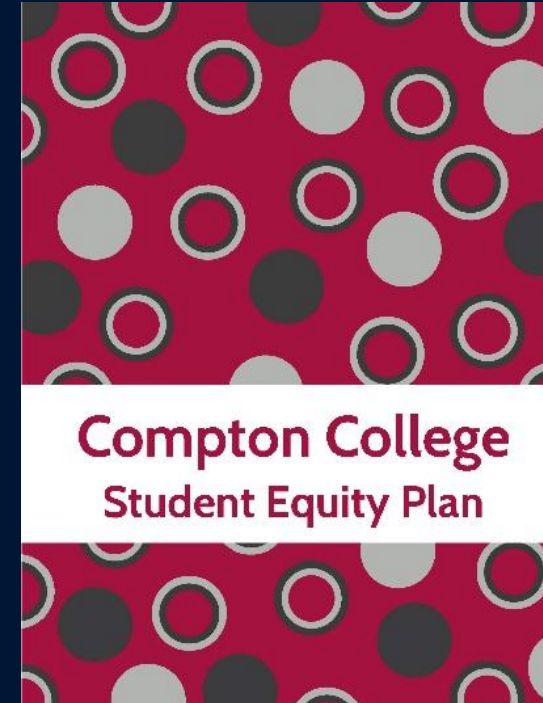
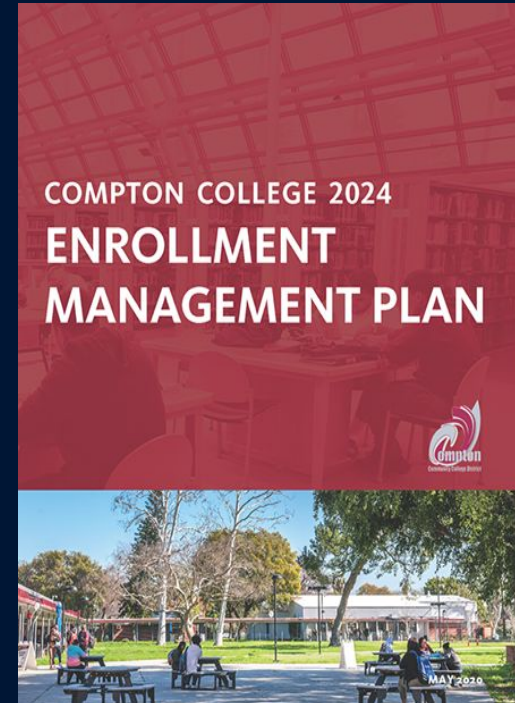
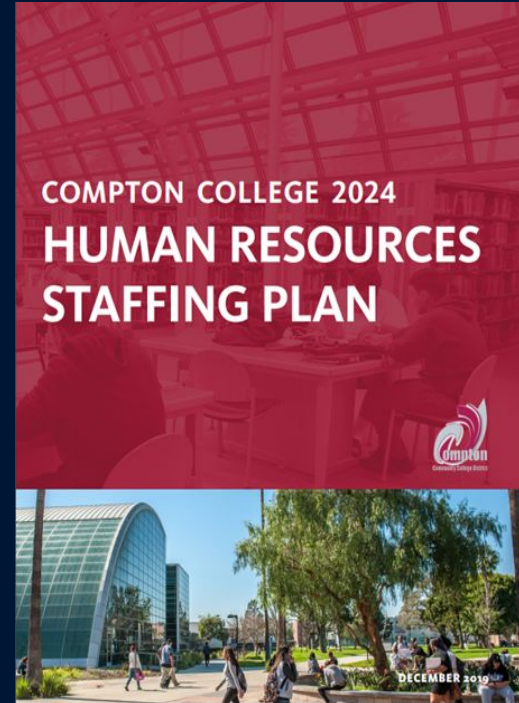
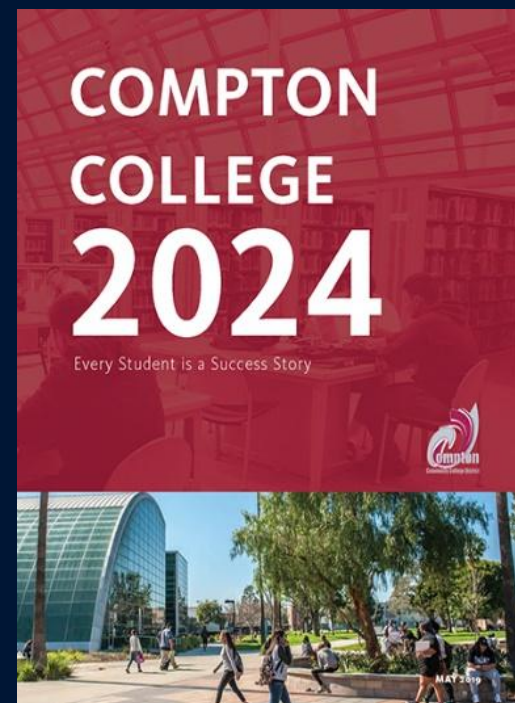
California Community College Initiatives

- **Assembly Bill 2627** – Electronically collected personal information: local agencies: the California Community Colleges: memorandum of understanding.
- **Assembly Bill 117** – Higher education trailer bill
- **Senate Bill 104** – Budget Acts of 2022 and 2023
- **Senate Bill 142** – Higher education trailer bill
- **Assembly Bill 368** – College and Career Access Pathways Partnership

California Community College Initiatives

- **Assembly Bill 789** – Student Financial Aid: Cal Grants: Satisfactory Academic Progress
- **Assembly Bill 1400** – Student Financial Aid: College Access Tax Credit Fund: Community College Student Transfers: Historically Black Colleges and Universities

Compton College 2024



<https://www.compton.edu/about/institutional-effectiveness/planning.aspx>

Compton College Equity Definition

Equity refers to achieving parity in student educational outcomes, regardless of race and ethnicity, backgrounds, or identity. Equity processes ensure that all people have an equal opportunity to engage and succeed in a high-quality educational experience while providing all students with the tools to support their academic, career, and personal goals.

- Compton College students identify needs and solutions to equity problems on campus.
- Compton College identifies and removes barriers that create inequity and intentionally designs new programs or refines services to provide each student with what they need to be successful in their college experience.

Compton College 2035

- ***Compton College 2035 - Affordability, Educational Justice, Innovation, and Transformation Master Plan***
 - Vision 2030 – A Roadmap for California Community Colleges
 - Multi- Year Roadmap Between The Newsom Administration and the California Community Colleges May 2022
 - California Master Plan for Career Education
 - California For All – Recovery with Equity – A Roadmap for Higher Education After the Pandemic February 2021

Compton College Completion by Design



CONNECTION
Initial Interest through
Submission of
Application



ENTRY
Enrollment through
Completion of
"Gatekeeper"
Courses



PROGRESS
Entry into Course of
Study through
Completion of 75% of
Requirements



COMPLETION
Complete Course of
Study through Earning a
Credential with Labor
Market Value



TRANSITION
Movement to Four-Year
University or to Workplace
with Living Wage

www.compton.edu/about/institutional-effectiveness/student-achivement.aspx

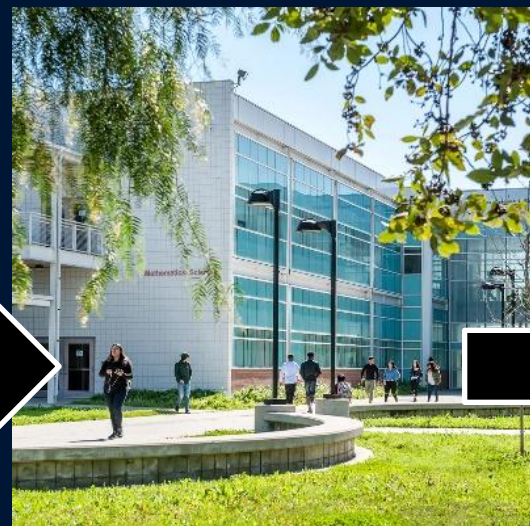
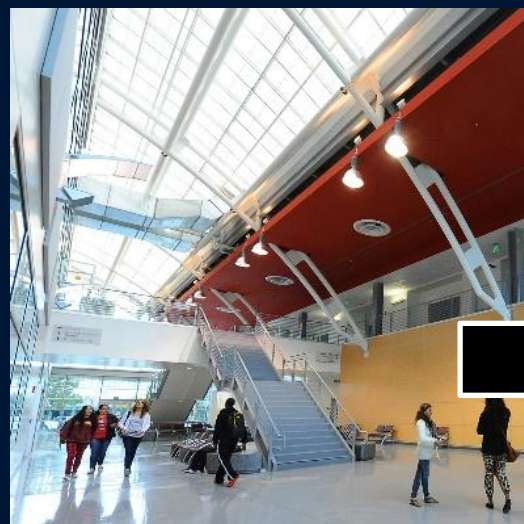
Student-Centered Funding Formula



- College Promise Grant, AB540 and PELL recipients (intent to add First Generation)
- Transfer-level math & English completion

- Associate for Transfers
- Associate Degrees
- Certificates (16+ Units)
- 9+ CTE Units Completion

- Transfer
- Regional Living Wage



CONNECTION

Initial Interest through Submission of Application

ENTRY

Enrollment through Completion of "Gatekeeper" Courses

PROGRESS

Entry into Course of Study through Completion of 75% of Requirements

COMPLETION

Complete Course of Study through Earning a Credential with Labor Market Value

TRANSITION

Movement to Four-Year University or to Workplace with Living Wage

Freedom Dream

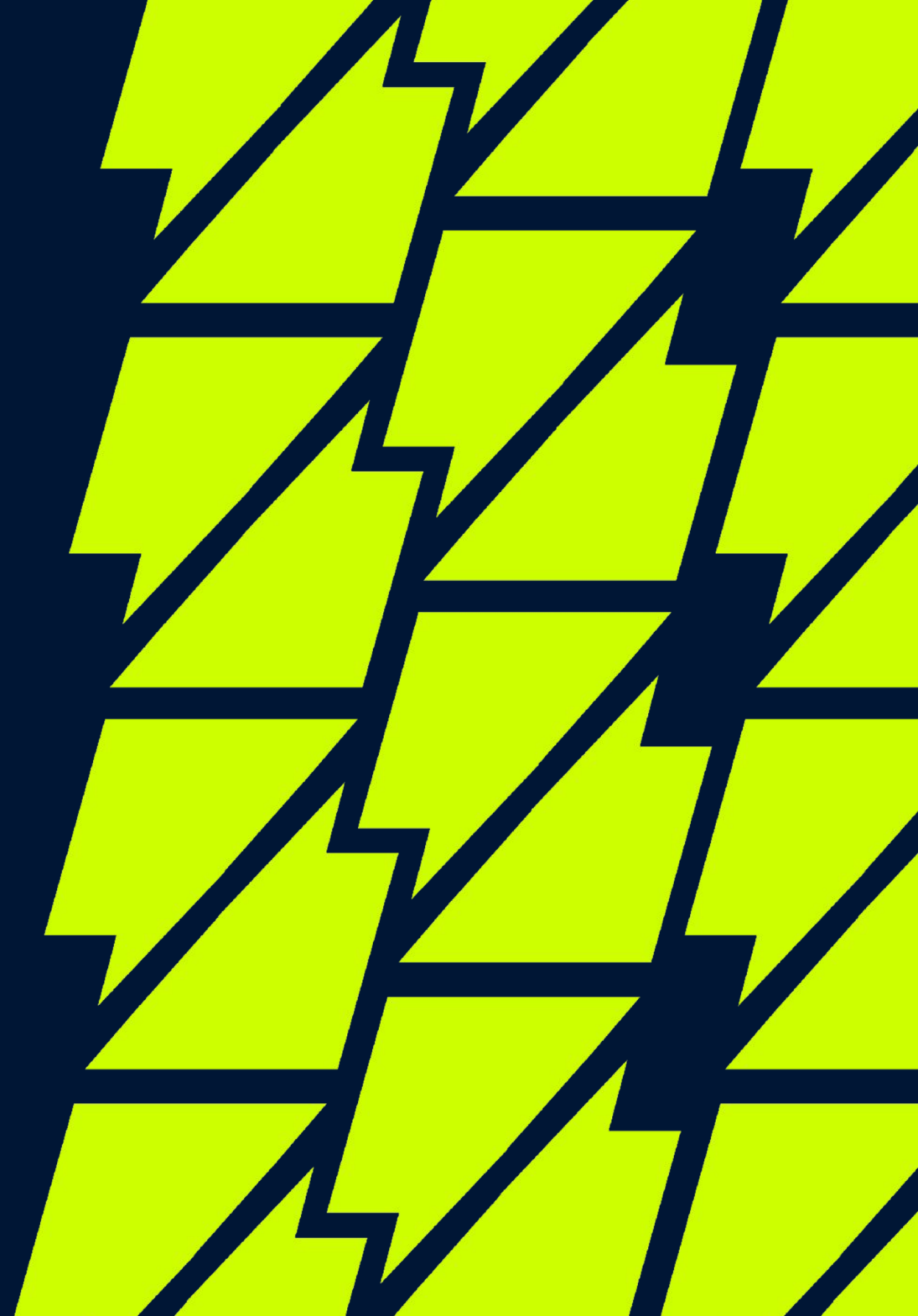
Dr. Gina Garcia talks about Dr. Robin D. G. Kelley's notion of the "**Freedom Dream**," an invitation to imagine an educational space that is grounded in racial equity, social justice, and collective liberation.

Unapologetic Freedom Dreams

Freedom Dream

**What would be included in your
Freedom Dreams for Student
Success?**

Resources for Unapologetic Leadership



Unapologetically Leadership in

Unapologetic Leadership Thought: The Demand for Workers in Science, Technology, Engineering, and Mathematics (STEM)

by Dr. Keith Curry | Aug 11, 2023 | Thoughts

Unapologetic Thoughts: The Public Confidence in Higher Education

by Dr. Keith Curry | Aug 31, 2023 | Thoughts

Unapologetic Leadership Thoughts: Let's Talk About Data

by Dr. Keith Curry | Oct 20, 2023 | Thoughts

Unapologetic Leadership Thought: Creating the High School to College to Career Pipeline

by Dr. Keith Curry | Dec 6, 2023 | Thoughts

Unapologetically Leadership in

Unapologetic Leadership Thought It's Time to Get Real: A Playbook to Demand Black Learner Excellence

by Dr. Keith Curry | Feb 8, 2024 | Thoughts

Unapologetic Leadership Thoughts: The Rise of the Unapologetic Leader

by Dr. Keith Curry | Mar 20, 2024 | Thoughts

Unapologetic Leadership Thought: Last Time I Checc'd (A Reflection on Black Student Success Week)

by Dr. Keith Curry | May 22, 2024 | Thoughts

Unapologetic Leadership Thought: Don't Kill My Vibe

by Dr. Keith Curry | Jun 8, 2024 | Thoughts

Unapologetic Leadership Thoughts

- Previous thoughts addressed:
 - Black Learner Excellence
 - Educational Leadership
 - Student Basic Needs



SPEAK UP and LEVEL UP NOW

- Visit the website for more information about LEVEL UP
- Join others taking action to support Black learner success



An actionable playbook for:

- ✓ Institutional Leaders
- ✓ State Policymakers
- ✓ Federal Policymakers
- ✓ Community & Business Leaders

The playbook includes actionable policy and practice recommendations with exemplary spotlights so that these leaders can get REAL with advancing Black learner excellence.

- R** Real transparency & true affordability.
- E** Ensured success through shared ownership.
- A** Academic & social support.
- L** Learner-centered teaching practices.





Join the Equity Avengers Community

- Meet the Equity Avengers
- View upcoming events
- Revisit #EquityChat archives
- Shop our merchandise

IAMKEITHCURRY.ORG

G

- Learn my story
- View upcoming events
- Read Unapologetic Thoughts
- Shop merchandise



Questions

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