

# Breakout Room: Academic and Social Supports that Create Sense of Belonging



2024 STUDENT SUCCESS SUMMIT

# #REALTALK

Real Data | Real Action | Real Results



# Room Facilitators



**Eric Reed**

Dean of Student Access, Success,  
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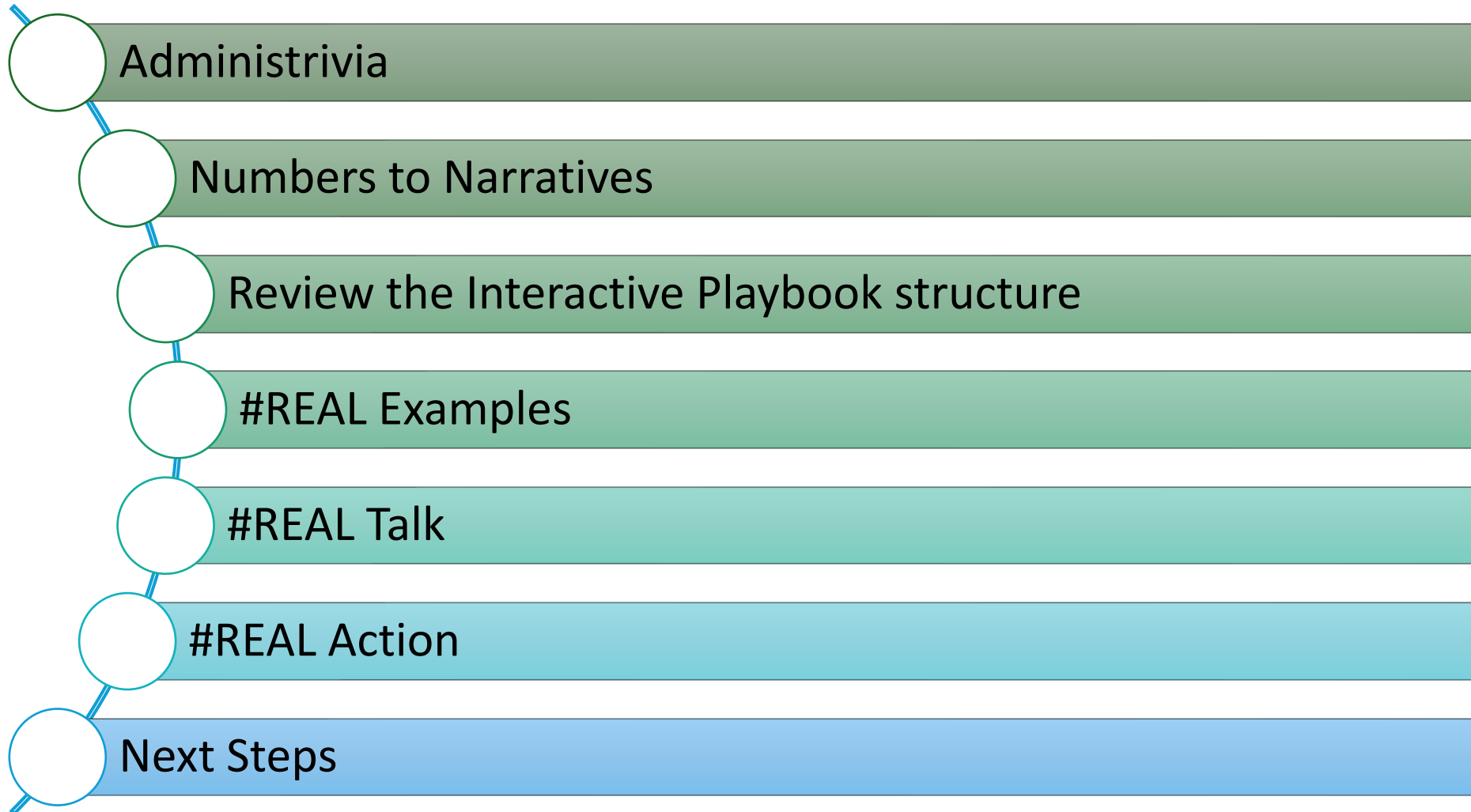


**Amy Reddinger**

Vice President of Academics and  
Educational Equity  
Bay de Noc Community College



# Agenda







# Numbers to Narratives

## During the 2022-2023 academic year:

- **15,249** African American students graduated from Michigan high schools.
- **1,668** of these students enrolled in a Michigan community college (**10.9%**).
- **4,282** enrolled in a four-year institution (**28%**).
- The current graduation rate of Black, full-time, students attending four-year institutions is 40%, compared with 64% for white, full-time students.
- Among two-year institutions, Black learners complete at a rate of 23%; for white students, the rate is 32%.



In order to LEVEL UP, we have to Get REAL with:

-  Real Transparency and True Affordability
-  Ensured Success through Shared Ownership
-  Academic and Social Supports that Create a Sense of Belonging
-  Learner-Centered Teaching Practices for Black Learners



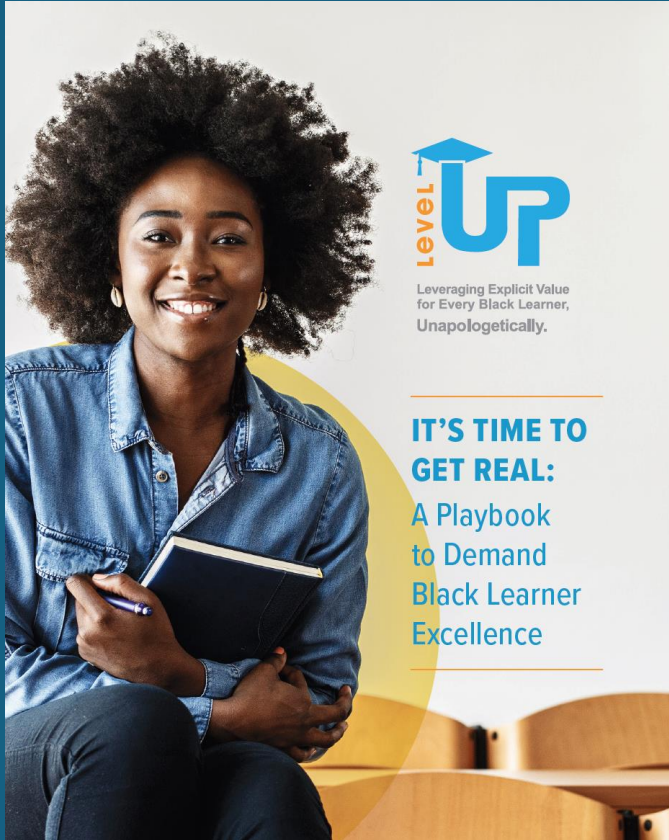
In order to **LEVEL UP**, key leaders are compelled to **GET REAL** with:



## Academic and Social Supports that Create a Sense of Belonging

Institutions and systems must proactively consider the disproportionate challenges facing Black learners inside and outside the classroom by developing supports and connecting them to community resources. This will afford opportunities to provide robust advising, support to access pathways to high-wage and high-demand jobs, and assistance to address critical issues in an environment that fosters respect and a sense of belonging.





Leveraging Explicit Value  
for Every Black Learner,  
Unapologetically.

## IT'S TIME TO GET REAL:

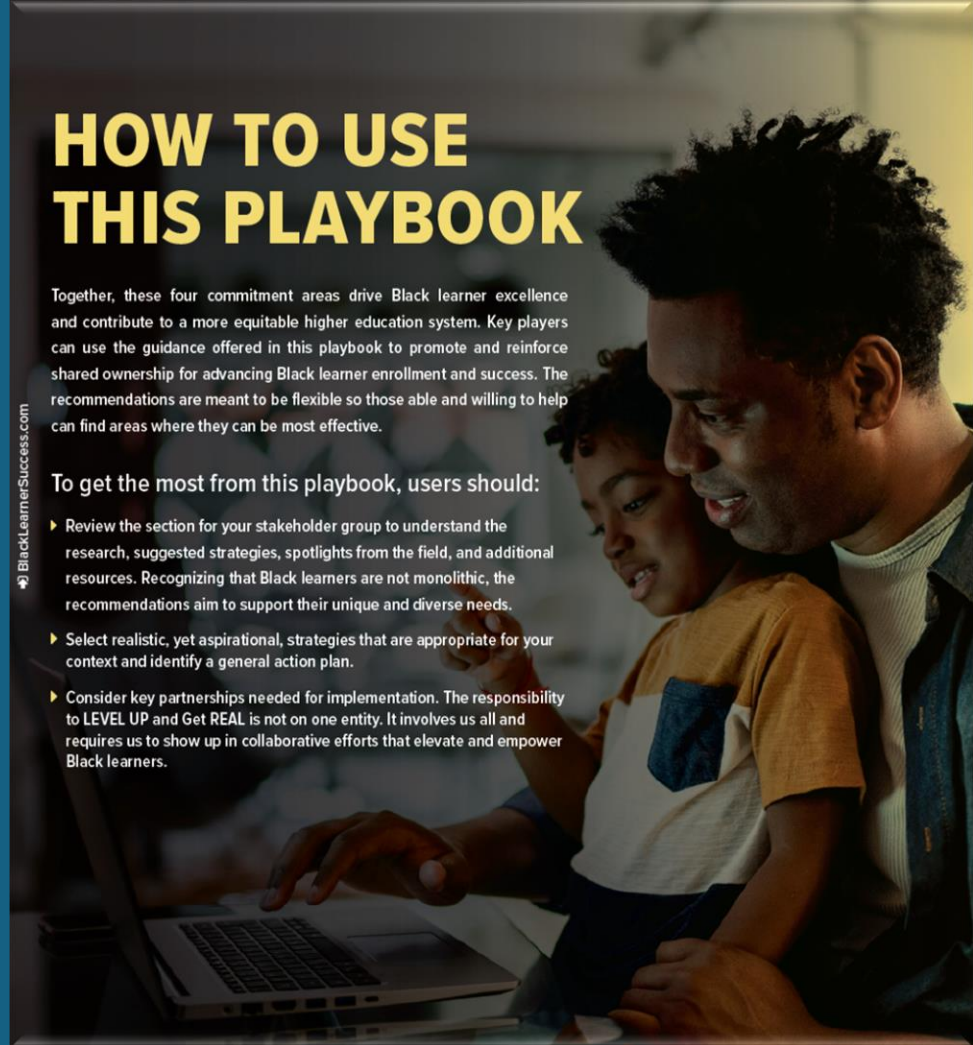
A Playbook  
to Demand  
Black Learner  
Excellence

# HOW TO USE THIS PLAYBOOK

Together, these four commitment areas drive Black learner excellence and contribute to a more equitable higher education system. Key players can use the guidance offered in this playbook to promote and reinforce shared ownership for advancing Black learner enrollment and success. The recommendations are meant to be flexible so those able and willing to help can find areas where they can be most effective.

To get the most from this playbook, users should:

- ▶ Review the section for your stakeholder group to understand the research, suggested strategies, spotlights from the field, and additional resources. Recognizing that Black learners are not monolithic, the recommendations aim to support their unique and diverse needs.
- ▶ Select realistic, yet aspirational, strategies that are appropriate for your context and identify a general action plan.
- ▶ Consider key partnerships needed for implementation. The responsibility to LEVEL UP and Get REAL is not on one entity. It involves us all and requires us to show up in collaborative efforts that elevate and empower Black learners.



# How to Use the Playbook

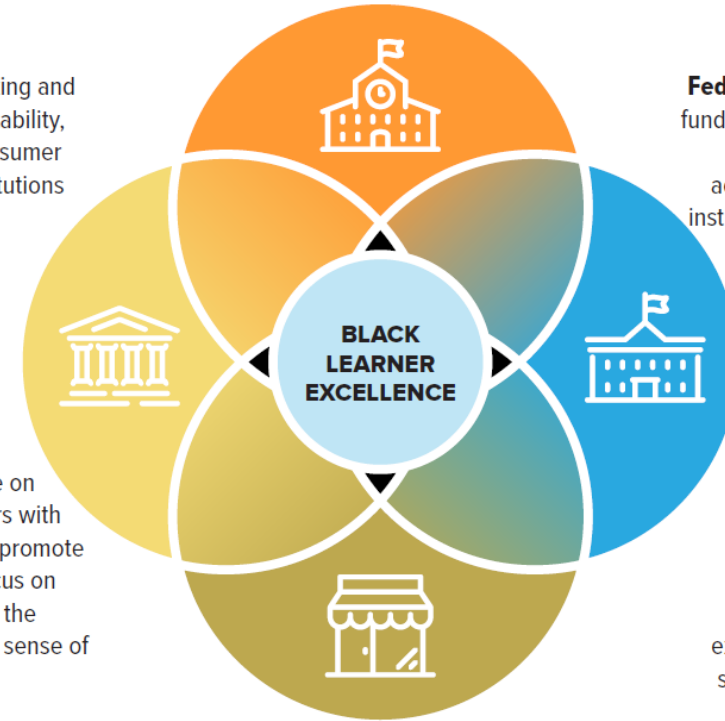
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**State policymakers** have law-making and budget authority to bolster accountability, affordability, transparency, and consumer protection, and they subsidize institutions where most Black learners enroll.



**Higher Education Institutions** are on the front lines serving Black learners with campus policies and practices that promote access and success, including a focus on increasing transparency, improving the value proposition, and cultivating a sense of belonging.



**Federal policymakers** have authority and funding to address affordability, strengthen data and delivery systems, oversee accreditation, and incentivize states and institutions to bolster foundational policies and target support to Black learners.



**Community and business leaders** are invaluable partners to advocate for Black learner excellence, provide work experiences, connect learners to human services, and foster community through mentorship.

# Academic and Social Supports that Create a Sense of Belonging

To develop academic and social supports that create a sense of belonging, institutional leaders should:

Establish multiple methods to support re-enrollment of former Black learners.

Consider innovative recruitment practices from states that for many years have banned consideration of race in admission decisions, in light of recent court rulings.

Establish a strong presence in diverse high schools and those with low college-going rates and develop middle school and high school partnerships as part of a strategic outreach plan to increase Black learner enrollment.

Offer personalized support services and peer mentoring, especially to Black learners who may be struggling academically.



# Academic and Social Supports that Create a Sense of Belonging

To develop academic and social supports that create a sense of belonging, institutional leaders should:

Create opportunities for Black learners to build community, including for first-generation students, parenting students, LGBTQ+ students, and Veterans.

Establish partnerships with faith-based and community organizations serving adults and youth to support Black learners inside and outside the classroom.



# Academic and Social Supports that Create a Sense of Belonging

## SUPPORT SPOTLIGHTS

▶ **California community colleges** hold [Black Student Success Week](#) with small group discussions, virtual activities, on-campus events, and an advocacy day. Colleges offer activities throughout the year designed to support Black learners.<sup>34</sup>

▶ **Hudson Valley Community College** is [working with faith leaders](#) to recruit students. The college held a summit, spoke to congregations, and tracked resulting enrollments.<sup>35</sup>

▶ **CUNY ACE (Accelerate, Complete and Engage)** is a [comprehensive support program](#) for low-income students pursuing

bachelor degrees. The program combines financial assistance for tuition, transportation, and books with academic and career counseling. The first cohort experienced a four-year graduation rate 16 percentage points higher than a comparison group.<sup>36</sup>

▶ **Southern University-Shreveport's** program encourages [minority males to pursue science](#), technology, engineering, and mathematics (STEM) fields in which they are underrepresented. Members are provided with scholarships and stipends for tuition, books, housing and meal

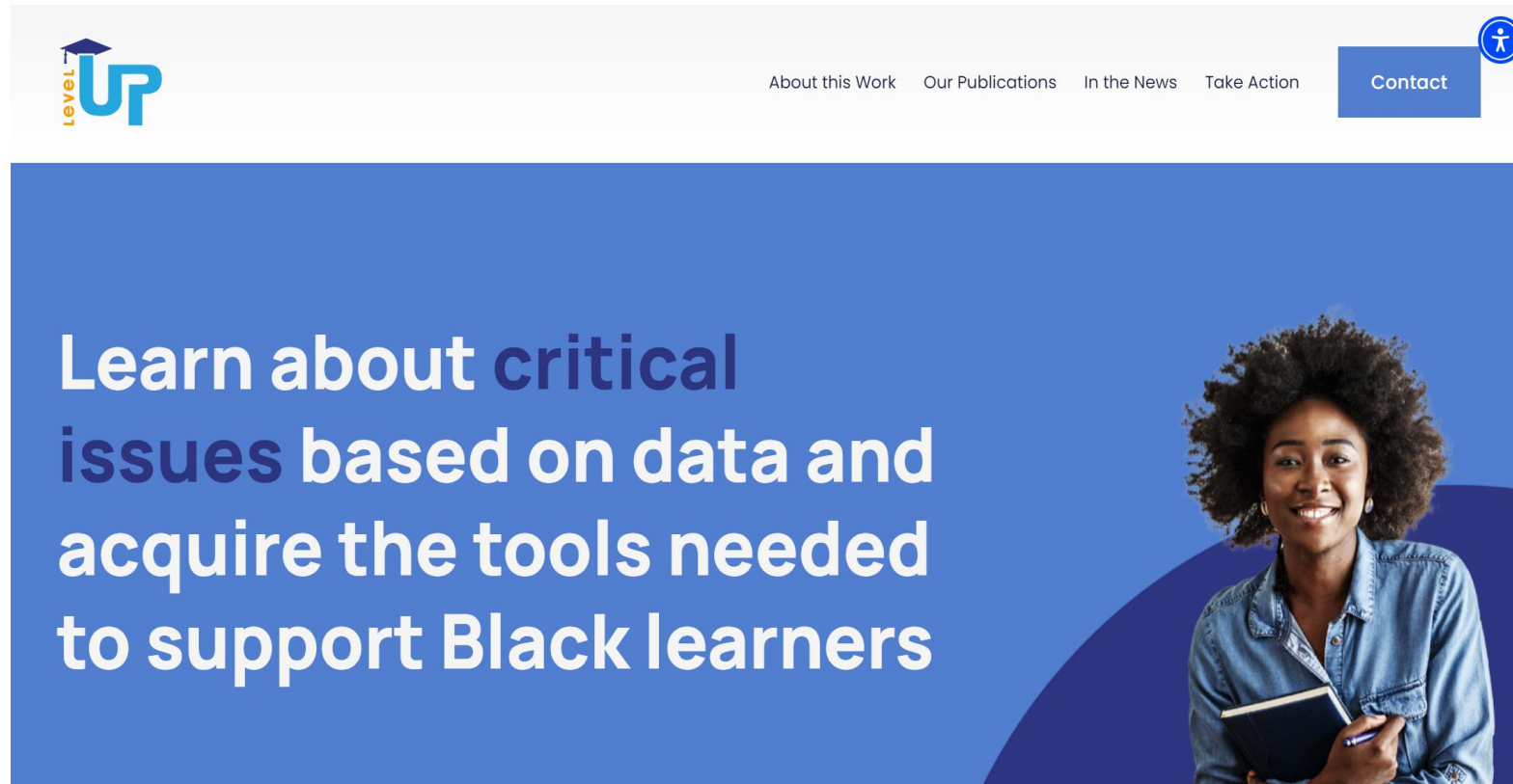
plans, professional development activities, mentorship, and academic support services.<sup>37</sup>

▶ **The Men of Color Health Awareness project** [recruits men of color into health](#) and research fields.<sup>38</sup>

▶ **The Rochester Institute of Technology's Men of Color Honor and Ambition program** provides personal, academic, cultural, social, professional, and [leadership development to undergraduate males](#) to positively impact academic success, increase retention, and develop successful leaders.<sup>39</sup>



# Explore the Interactive Playbook Online



The screenshot shows the top navigation bar of the Level UP website. On the left is the Level UP logo, which consists of the word "level" in orange and "UP" in blue with a graduation cap icon above the "U". To the right of the logo are navigation links: "About this Work", "Our Publications", "In the News", "Take Action", and "Contact". The "Contact" link is highlighted in a blue button. A small blue circular icon with a white person silhouette is located to the right of the navigation bar. Below the navigation bar is a large blue banner with white text that reads: "Learn about **critical issues** based on data and acquire the tools needed to support Black learners". On the right side of the banner is a photograph of a smiling Black woman with curly hair, wearing a denim shirt, holding a notebook and a pen.



[blacklearnersuccess.com/  
level-up-overview](https://blacklearnersuccess.com/level-up-overview)



# Elbow Partners/Aisle Mates



# Institutional Growth

What are the common challenges colleges have with moving from aspiration to action to realize true success for Black learners?

What actions could be adopted to make your campus community feel more welcoming and inclusive?

How can your institution ensure that the initiatives and actions taken to support Black learners lead to measurable and sustainable outcomes?



# 5-minute Large Group Share Out



# Elbow Partners/Aisle Mates



# Individual Growth

What personal actions can you take to ensure that the campus environment is an inclusive, welcoming, and supportive environment?

How can you personally support students in building community with their peers, mentors, college staff, and/or the local community?



# 5-minute Large Group Share Out





## IMPACT ON BLACK LEARNERS

### As a result of Academic and Social Supports, Black learners will:

- ▶ Become inspired to pursue postsecondary education, understand the steps to enroll, and receive support with processes.
- ▶ Forge relationships with peers and mentors.
- ▶ Feel welcomed, supported, and a part of a community.
- ▶ Engage with campus and community services, remain enrolled, and complete their program.



# REAL Action

## Podcast

- [#EquityAvengers Podcast](#)

## YouTube

- [DEI is Everyone's Job on Campus- Dr. Curry](#)

## Engage

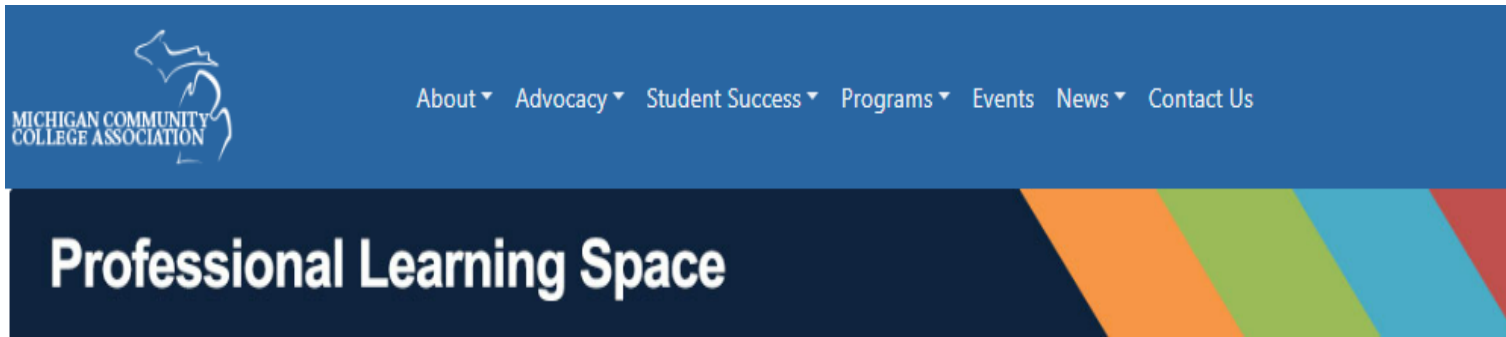
- [Join an Affinity/Alliance Group](#)
- Collaborate with your DEIB Office and/or other campus colleagues to center equity in your work

## Self-Paced Learning

- [Harvard University Implicit Bias Test](#)
- [Five Essential Competencies of Effective DE&I Leaders](#)
- [MCCA Professional Learning Space](#)



# 21-Day Professional Learning Space Challenge



Welcome to the professional learning space! As a Student Success Advocate, you'll find a wealth of resources and tailored lessons aimed at addressing the key areas that matter most to community college professionals. Our diverse modules cover a wide range of subjects, providing you with valuable knowledge and effective strategies to meet your students' unique needs. Feel free to explore any module that aligns with your learning goals and interests. Remember to complete all the lessons within each module to earn your well-deserved certificate of completion.

**Module 1: Gateway Course Success**

**Module 2: Transfer**

**Module 3: Student Basic Needs**

**Module 4: Career Exploration**

**Module 5: Data Discovery**



<https://bit.ly/3MpvX2s>



# What's Next?

Team Time

Reception

Dinner on your  
Own



2024 STUDENT SUCCESS SUMMIT

**#REALTALK**

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**Thank You!**



# Resources

- [Student Success Summit Webpage](#)
- [LevelUp Report](#)
- [LevelUp Playbook](#)
- [MCCA Professional Learning Space](#)
- [College Enrollment Data Dashboard](#)

