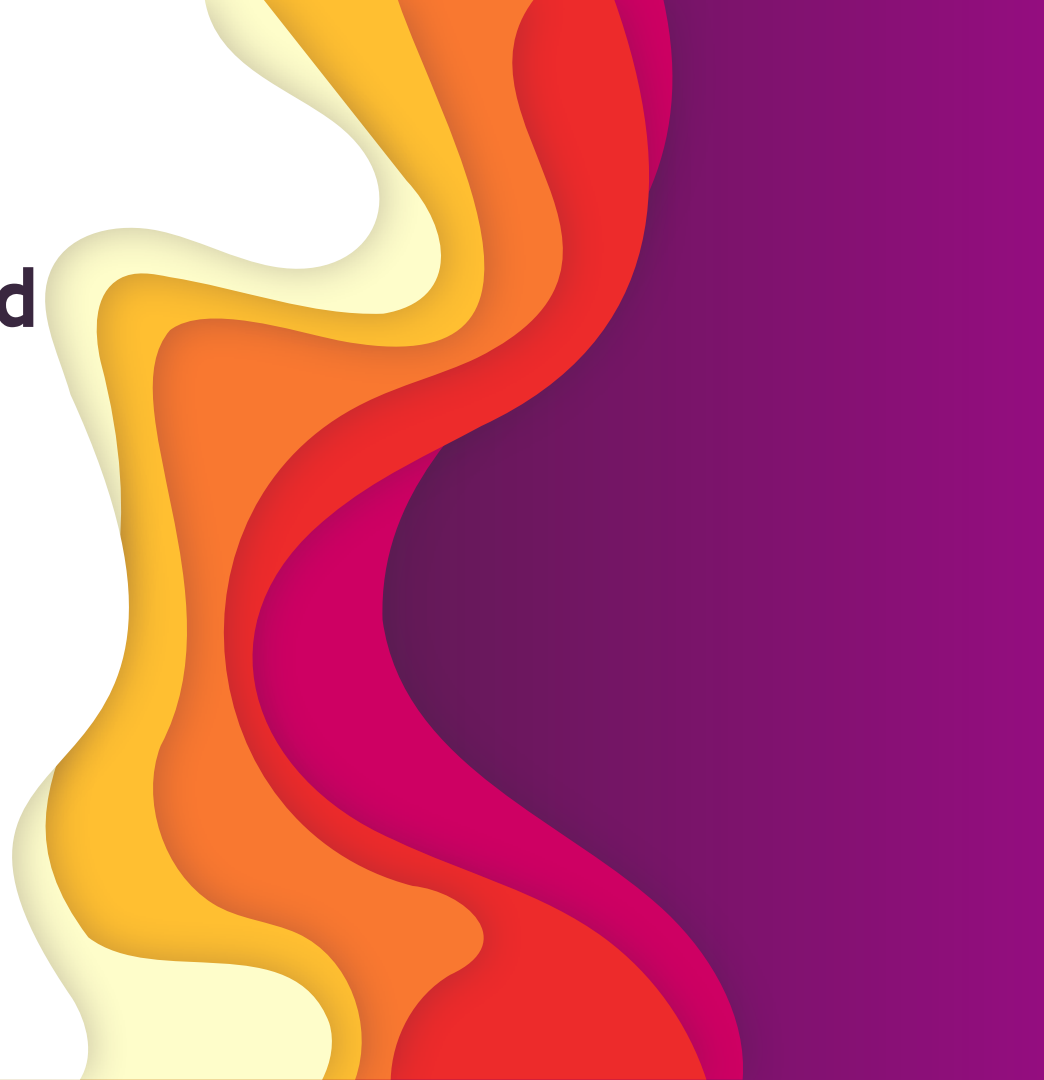


Student Activities and Advocacy (SAA)

Equity Summit 2021

**Sadika Sulaiman Hara
Director, SAA**



Centering Equity

SAA is committed to facilitating learning that complements students' academic goals, while **cultivating opportunities to empower and strengthen student participation** in the life, governance, and success of the College.

We aim to provide learning that supports and reflects our diverse student population. Through **active engagement** in campus activities and the student conduct process, students will **enhance their critical thinking and communications skills, their social, cultural, and intellectual interactions, as well as, better understand their responsibility for oneself and the community.**



Big concept

Best Practices

Maslow's Hierarchy of Needs
(Western ideology)



Medicine Wheel
(Indigenous ideology)



JOHN BURTON ADVOCATES FOR YOUTH

Equity Pathways
Conference, 2020

Overt White Supremacy (Socially Unacceptable)

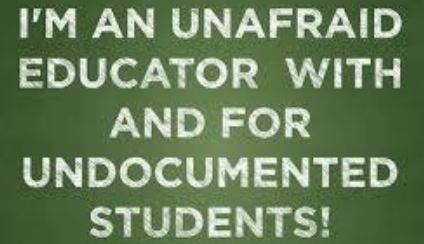
Lynching
Hate Crimes
Blackface The N-word
Swastikas Neo-Nazis Burning Crosses
Racist Jokes Racial Slurs KKK

Calling the Police on Black People White Silence Colorblindness
White Parents Self-Segregating Neighborhoods & Schools
Eurocentric Curriculum White Savior Complex Spiritual Bypassing
Education Funding from Property Taxes Discriminatory Lending
Mass Incarceration Respectability Politics Tone Policing
Racist Mascots Not Believing Experiences of BIPOC Paternalism
"Make America Great Again" Blaming the Victim Hiring Discrimination
"You don't sound Black" "Don't Blame Me, I Never Owned Slaves" Bootstrap Theory
School-to-Prison Pipeline Police Murdering BIPOC Virtuous Victim Narrative
Higher Infant & Maternal Mortality Rate for BIPOC "But What About Me?" "All Lives Matter"
BIPOC as Halloween Costumes Racial Profiling Denial of White Privilege
Prioritizing White Voices as Experts Treating Kids of Color as Adults Inequitable Healthcare
Assuming Good Intentions Are Enough Not Challenging Racist Jokes Cultural Appropriation
Eurocentric Beauty Standards Anti-Immigration Policies Considering AAVE "Uneducated"
Denial of Racism Tokenism English-Only Initiatives Self-Appointed White Ally
Exceptionalism Fearing People of Color Police Brutality Fetishizing BIPOC Meritocracy Myth
"You're So Articulate" Celebration of Columbus Day Claiming Reverse-Racism Paternalism
Weaponized Whiteness Expecting BIPOC to Teach White People Believing We Are "Post-Racial"
"But We're All One Big Human Family" / "There's Only One Human Race" Housing Discrimination

Covert White Supremacy (Socially Acceptable)

Areas of Focus - Social Justice in Action

SAA functions from the understanding that **policies, procedures, and practices in institutions of higher education are rooted in White supremacy**, thus, programming, planning, and leadership developed through the office intentionally work to **counter and dismantle White supremacy to create equitable access and support** for students who historically and currently experience the most impact.



I'M AN UNAFRAID
EDUCATOR WITH
AND FOR
UNDOCUMENTED
STUDENTS!

#EDUCATORSOUT #UWDDEEP



1

Programs, Events, Leadership

Womxn of Color Café, QT Pie Café, Welcome Week, Healing Spaces, Domestic Violence Awareness, Undocumented Student Week of Action, LGBTQ+ Braver Space training, FLEX, Classroom Presentations.

2

ASCOM Student Government

Leadership development and training, Womxn's History month, Black History month, Sexual Assault awareness, racial justice social media campaign, immigration justice, basic needs response and support.

3

Basic Needs and COM Care

Restorative justice approach, food, technology, mental health support, academic support, book access, CAPP, SparkPoint, CalFresh, Spahr Center.

Strategic Plan and Educational Master Plan

If we begin to understand ourselves as the practice ground for transformation, we can transform the world.

~ adrienne marie brown



Alignment and Focus

Reduce barriers...create a welcoming atmosphere with increased human contact. (Student Access and Success, Goal 1)

Decrease towards elimination of existing racial equity gaps at the college. (Equity, Goal 1)

...be a leader in promoting equity throughout the county. (Equity, Goal 3)

Make the College a center for community engagement and cultural enrichment. (Community Engagement and Responsiveness, Goal 3)



Our Reach

Womxn of Color Café

Started in 2019

6-10 students/employees session

QT Pie Café

Started in 2019

4-7 students/students session

Welcome Week

Started in 2015

200-250 students (2015-2020)
25-40 student (2020-2021)

COMchella

Started in fall 2020

20-40 students/employees

Trainings

*offered every semester since fall 2015

Class/student leader presentations (10-37)

FLEX (11-30)

Academic Dept. - first training in 2020 (Nursing)

ASCUM Programming

16-18 programs offered each year.

10-300 attendees when classes were in person

0-30 attendees since spring 2020

*Most popular: Transfer and Career panel.

Basic Needs and COM CARE

Over 1,500 COM Care reports submitted since March 2020.

24 student families received food “bundles” COM Cupboard Pantry

286 laptops available to students

100 hotspots available to students

350 Nugget Market gift cards at \$50 made available to students

212 Target gift cards at \$75 made available to students

How We Do The Work - *People Power*

Programming and Training

- SAA staff
- ASCOM Board
- Spahr Center
- Funding primarily comes from ASCOM and/or COMmunity Hour.

Basic Needs and COM Care/Conduct

- Coordinators: SAA Director and Student Conduct Officer
- SAS, Library, IT, Dean of Academic Success Programs, Advancement, Dean of ES
- Community Partners: C4DP, CalFresh, SparkPoint
- Funding: Hunger Free Grant, Care Act funds and Advancement; no stable source.



Additional resources needed

Funding

- Basic Needs funding source for food, technology, gift cards, and additional needs.
- Ongoing funding source for student emergency grants.

Staffing

- Staff support for building and sustaining basic needs initiative that was created out of the CCC Hunger Free Grant.



Alignment with COM Initiatives and Programs

- Center the healing and collective care for Black students, staff, and faculty. Advance Anti-Racist Affinity Groups. (IDEA/EEO Recommendations)
- Provide proactive support for faculty in evaluating and evolving their anti-racist classroom and learning cultures, curriculum, and evaluations. (IDEA/EEO Recommendations).
- Review all Participatory Governance Committee charges and plans to ensure anti-racism is established and integrated as a core commitment and approach. (IDEA/EEO Recommendations)
- Equity in mental health
- Umoja Equity Institute (UEI)

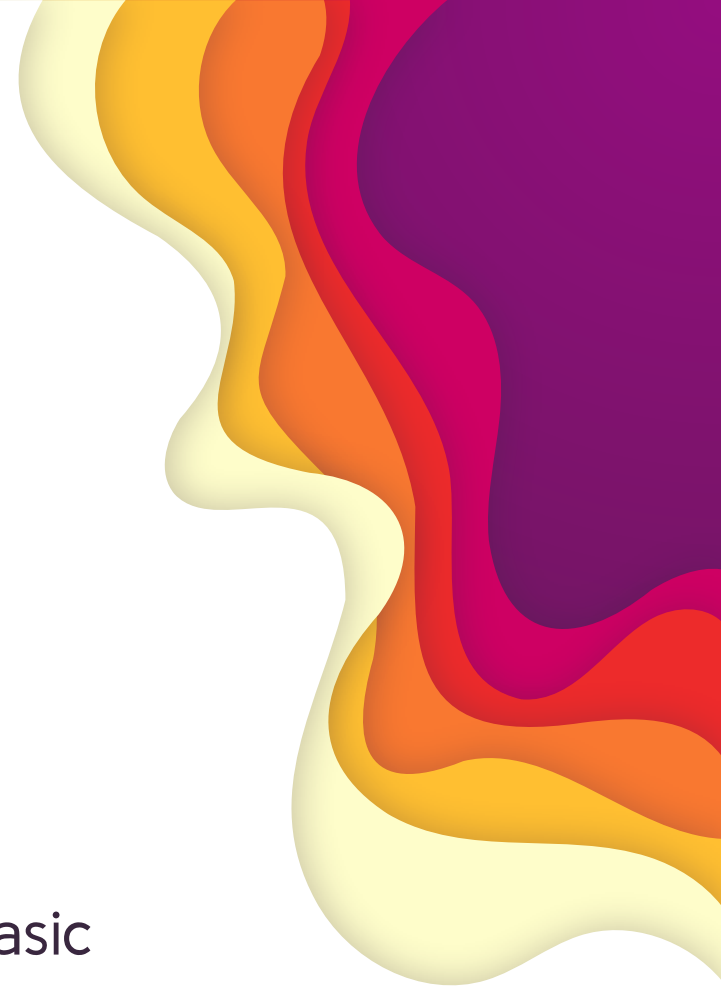


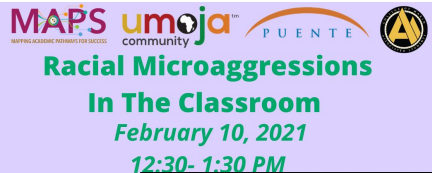
Highlights and Accomplishments



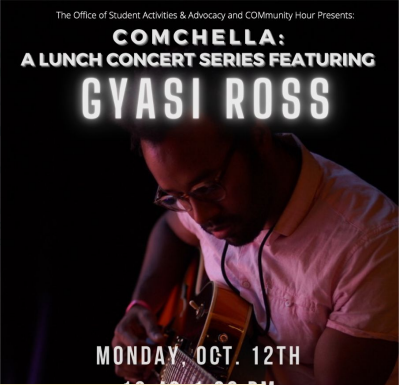
Greatest challenges

- Student Engagement
- Staffing
- Funding Basic Needs Initiative
- Sustained staffing and system for basic needs.





Join us using this Zoom Phone... Have you e... Racial m... Join us as we dee... to learn what are... look tha... Questions? Conta... if you need specif... Accessib... @ASCOM.social



ROOM! 8 - 6168 Coordinator GYASIROSS.COM

Vision and future directions

Ensure that ongoing programming, events, and the basic needs initiative align with National, CCC, and COM equity agenda, including centering racial justice, and amplifying the voices and needs of marginalized communities.

Create sustainable plans, including staffing and funding, for basic needs and distribution when COM returns to in-person instruction and services.

Develop programs and events that connect and support the mission and purpose of the Umoja Equity Institute and combat racism and oppression.

Build deeper connections and engagement with Learning Community students and faculty.

Provide more trainings and presentations to Academic departments and classes.

Continue to evaluate accessibility to programming content and utilize online platforms to expand SAA's reach.

Use social media as an ongoing tool for education and dissemination of information.

Opportunities for collaboration and support

Pre-Existing Collaborations:

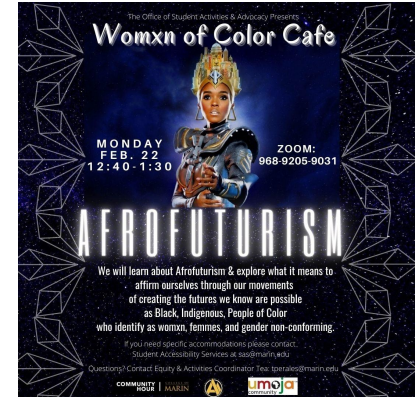
Library
ES
Umoja
Puente
SAS
Psychological Services
Career and Internships
Transfer Center
EOPS Care/CalWorks
Center for Domestic Peace
SparkPoint
CalFresh
ExtraFood.org
SF/Marin Food Bank
COMmunity Hour

Opportunities:

More LC Contact
Academic Departments
Umoja Equity Institute
Counseling
COMPASS

CENTER FOR DOMESTIC
PEACE®

Working Together to End Domestic Violence





Thank you!

Any questions?

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