



COMMUNITIES OF
ACTION

Summer Bridge: Equity in Practice Training

Agenda

- Welcome
- Introduce Dr. Tiffany Puckett, NIU
- Equity in Practice training / Q&A
- BREAK
- Introduce Christina Jacobo & Cristina Rodriguez, Cal Poly Pomona
- Summer Bridge presentation / Q&A
- QUICK BREAK
- Next steps
- Office hours / Ask us anything!

Dr. Tiffany Puckett



Occupation

Assistant Professor, NIU College of Education



Areas of Expertise

Cultural competence and responsiveness development, education law



Contact Information

e: tpuckett@niu.edu



Pause recording



Equity in Practice: Bias, Microaggressions, and Difficult Conversations

Tiffany Puckett, J.D., Ph.D.

Bias – Merriam-Webster's Dictionary

“prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.”

Implicit Bias – Merriam-Webster's Dictionary

“a bias or prejudice that is present but not consciously held or recognized”

Implicit Bias

Implicit bias is “the attitudes or stereotypes that affect our understanding, actions, and decisions in an implicit manner. Activated involuntarily, without awareness or intentional control. Can be either positive or negative. Everyone is susceptible”

(Kirwan Institute, 2016, p. 14).

How We Develop Bias

Our Culture

The Media

Our Family and Friends

The Interactions We Have With Others

Our Experiences

Our Perception of Social Value

Our Work and School Environments

Ways Bias Are Communicated Across Campus

Syllabus

Classroom Lectures

Instructional Material

Classroom Discussion

Staff Meetings

Department Meetings

Campus Programming

Verbal Exchanges

Nonverbal Communications

Emails

Implementation of Campus Policies and Procedures

Hiring Process

Firing Process

Promotions

Implementation of Programs

Selection of Campus Programming

Ways to work on your own bias!!

Think Before You Speak

Ask Questions

Develop Self Awareness

Consciously Change Your Stereotypes

Expose Yourself to Others

Attend Ally/Bystander Training

Reduce Your Stress Levels

Develop your Cultural Competence

Practice Mindfulness

Adjust your Perspective

See People As Individuals

Put Yourself In Their Shoes

Reducing Bias on Campus!!

Think Before You Speak

Ask Questions

Develop Self Awareness

Consciously Change Your Stereotypes

Expose Yourself to Others

Attend Ally/Bystander Training

Reduce Your Stress Levels

Develop your Cultural Competence

Practice Mindfulness

Adjust your Perspective

See People As Individuals

Put Yourself In Their Shoes

Blind Grading

Blind Interviewing

Acknowledge Bias

Offer Diverse Student and Staff Programming

Allow Opportunities to Engage Diverse Perspectives

Increase the Use of Empathic Communication

Create an Inclusive Campus

Require Accountability for Decision making

Create a Diverse Applicant Pool

Microaggressions – Merriam-Webster's Dictionary

“a comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)”

Examples of Microaggressions

Where are you from?

She is so Articulate

I am not a racist. I have Mexican friends.

You speak good English

Using pictures of students of only one ethnicity or gender on the school website.

Use of the term “illegals” to reference undocumented students.

Ignoring Religious Traditions

Calling students out in class because of their backgrounds.

Giving student tasks or roles that reinforce particular gender roles

Pronouncing student’s name incorrectly, even after they have corrected you.

Examples of Difficult Conversations with Students

Controversial Topics – Race and Politics

Political News

Classroom Content

Student Disrespecting the Instructor

Student Disrespecting other Students

Student Not Paying Attention in Class

Social Justice Discussions

The Student Said Something Inappropriate in Class or
Via Email

The Student Acted Inappropriately At a School
Sponsored Event

Tips for Having Difficult Conversations with Students

Show Respect

Create a Framework for Discussions

Connect the Topic with the Subject Matter of the Course

Have Goals in Mind For the Discussion

Encourage Students to Listen to their Classmates

Encourage Students to Ask Questions

Give Everyone the Opportunity to Voice their Opinion

Establish a Classroom that is Conducive to Divisive Conversations

Don't Trigger Your Students/Be Aware of Trauma

Providing Classroom Rules for Discussions

Set Time Limits for Each Speaker

Create Prompts for the Discussion

Add a Section Related to Discussions and Respect in Your Syllabus

Role Play the Conversation

Enlist the Assistance of the Department Chair or Another Staff Member

THANK YOU



tpuckett@niu.edu



tiffany@puckettlawyer.com



BREAK

Cal Poly - Pomona



Christina Jacobo



Cristina Rodriguez



Resume recording



Summer Bridge

An EOP Summer Transition Program
Cal Poly Pomona
Est. 1985

Program Overview



Today's Agenda



1. Welcome & Introduction



2. Summer Bridge Program Overview



3. Cost and Funding



4. Program Highlights & Data Collections



5. Implications for Further Practices

EOP Summer Transitions Team



Cristina A. Rodriguez
Coordinator of EOP Transition Programs



Christina Jacobo
Assistant Coordinator of EOP Transition Programs |
Academic Advisor



Temporary Staff
Summer Bridge Residential Program
Assistant



Temporary Staff
EOP Transition Programs Assistant

SSEP Department Leadership Team



Leticia Guzman-Scott
Executive Director
Student Support & Equity Programs



Dr. Sara Gamez
Director
Student Support & Equity Programs

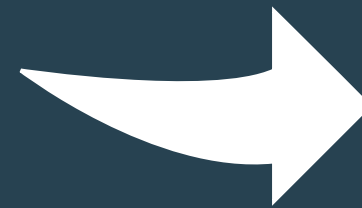
EOP: A Movement

Est. 1960

Access, Equity, Success

Educational Opportunity Program

Summer Bridge

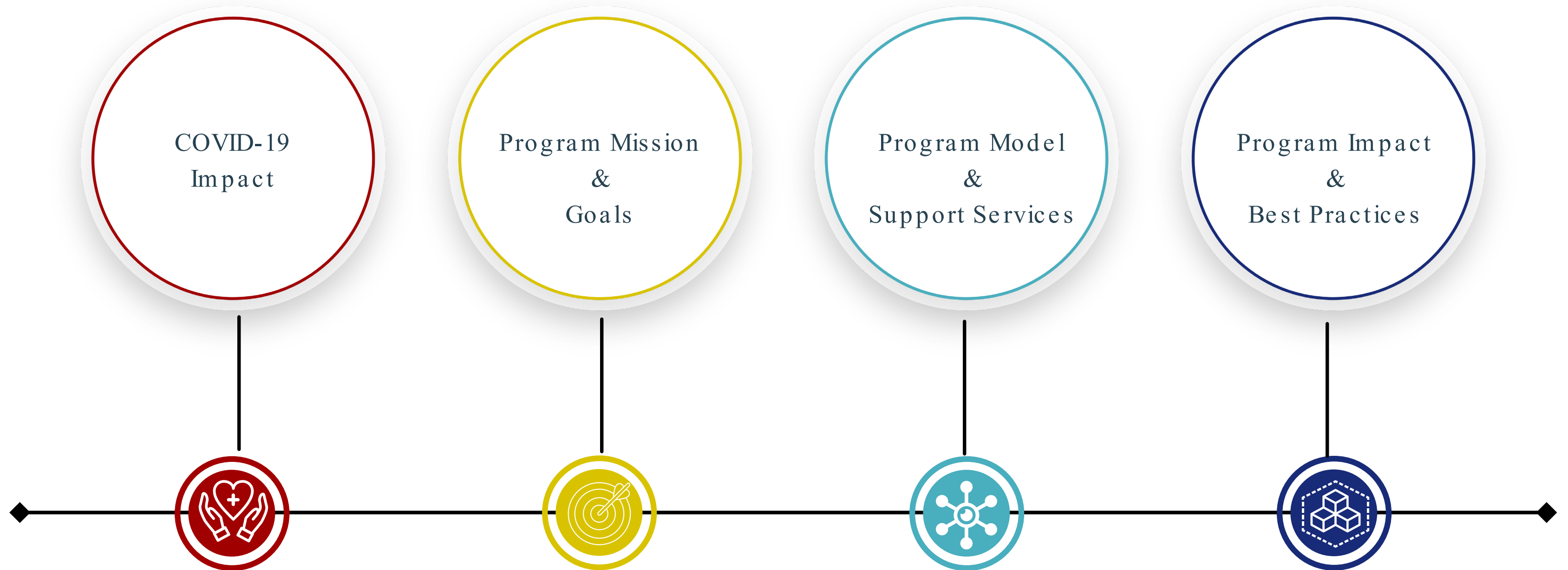


Serving underrepresented, low-income, first-generation college students who demonstrate the motivation and potential to succeed in college.

Summer Bridge 2022 Program Overview

ARRM yourself for the college challenge!

ATTITUDE | RESPECT | RESPONSIBILITY | MATURITY





Program Mission

Summer Bridge is a unique FREE five-week (3-week Residential & 2-week commuter) summer transition program designed to provide holistic support services that support EOP students transition from high school to Cal Poly Pomona.

Program Goals

- 1.) To expose students to academic and social expectations, university policies and regulations, and campus resources and services.
- 2.) To help students develop meaningful relationships with faculty, staff, student leaders and peers.
- 3.) To cultivate academic and personal support networks that will enhance their college experience and support their overall success through graduation and beyond.





Program Model

SB Program Dates: 2nd Summer Session

Residential Component: Week 1 - Week 3
Commuter Component: Week 4 - Week 5

Program Framework

CPP Polytechnic Identity | Learn By Doing
First Generation Student College Experience
Community Cultural Wealth | Asset-Based Approach



Core Elements

Students are introduced to a wide range of resources and benefit from the following:

Educational Support

Enrollment in a 3-unit Summer Course
EOP Advising Seminars and 1:1 Advising
EOP Learning Community

Student Development

Student Success Coaching
Peer Mentoring
Personal Wellbeing Workshops

Community and Social Events

Community Building Activities
Student Leadership Opportunities
Exposure to Campus Life

Enrichment Opportunities

Residential Life/Commuter Experience
Motivational Speakers
Cultural and Academic Activities
(Cultural Centers, Career Center, Financial Aid, etc.)



Program Benefits

Students have an opportunity to engage in a variety of co-curricular activities that promote community building, leadership development, personal wellness and so much more!

93%

HIGH RETENTION RATES

Average
Fall 2011-Fall 2018
Retention Rates



HEAD START

SB Participants
Express having a
stronger sense of
belonging when they
begin their first Fall
term.



HOLISTIC SUPPORT

Academic advising
support and student
development
workshops prepare
students to successfully
meet the rigorous
challenges of
university life.

In addition, participants are provided with continuous support until graduation through our EOP Services.

Program Eligibility & Admissions Process

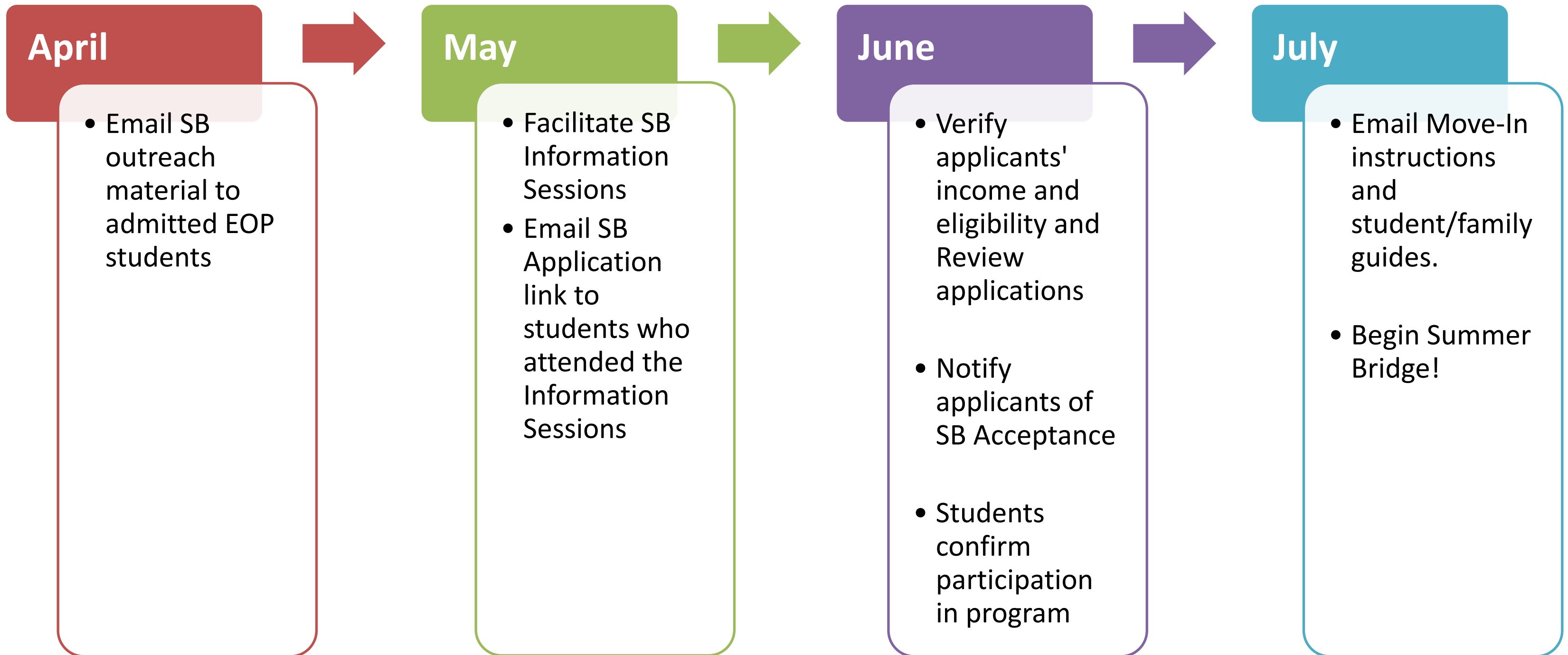
Eligibility Process

1. Must be admitted to both CPP and EOP.
2. Must have attended CPP Orientation/ Advising Registration prior to Summer Bridge program dates.
3. Must complete the Summer Bridge Application Process and meet all program deadlines.
4. Must be able to attend all Summer Bridge program dates and components.

Application Process



1. Must Attend Online SB Information Sessions.
2. Submit and Complete the SB Application components.
3. Confirm SB participation.

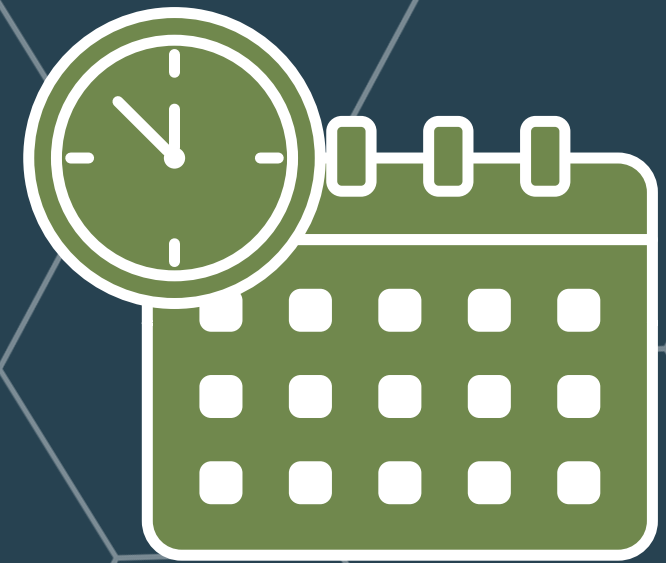
Program Admissions Timeline



Program Schedule

A day in the life of a Summer Bridger

		 WEEK TWO: RESIDENTIAL WEEK					
		SUNDAY 7/10	MONDAY 7/11	TUESDAY 7/12	WEDNESDAY 7/13	THURSDAY 7/14 <i>SPiRiT DAY!</i>	
 7:00 - 8:00 8:00 - 9:00 9:00 - 10:00 10:00 - 11:00 11:00 - 12:00 12:00 - 1:00 1:00 - 2:00 2:00 - 3:00 3:00 - 4:00 4:00 - 5:00 5:00 - 6:00 6:00 - 7:00 7:00 - 8:00 8:00 - 9:00 9:00 - 10:00 10:00 - 11:00			7:00 am - Meet RAs at Montecito Hall Lobby 7:30 - 8:15 am Breakfast @ Centerpointe 8:15 am - Meet Transition Program Assistant Outside of Centerpointe 8:30 - 8:50 am Small Roundtable Bldg. 6-104, 6-107, 6-111 9:00 - 11:30 am EWS 1401 Bldg. 6-104, 6-107, 6-111 11:30 - 11:45 am Faculty Time OR Check-in with Transition Programs Assistant Bldg. 6 OR University Quad 11:45 am - Meet Transition Programs Assistant at University Quad 12:00 - 12:45 pm Lunch @ Centerpointe 12:45 pm - Meet Champions Outside of Centerpointe 1:00 - 1:45 pm College Tips & Team Building University Quad 1:50 - 3:05 pm Advising Seminar Bldg. 5-106, 5-107, 5-124 3:05 pm - Meet Champions Outside of Building 3:15 - 5:00 pm 1:1 w/ Champion by Appt. Bldg. 1-203, Bldg. 1 Back Patio 5:10 - 5:45 pm Cultivating Healthy Lifestyles BRIC 5:50 pm - Meet RAs outside the BRIC 6:00 - 7:00 pm Dinner @ Centerpointe 7:00 pm - Meet RAs Outside of Centerpointe 7:00 - 7:30 pm Commute and Prep for Hall Activity 7:15 - 8:00 pm BRIC Night 8:00-8:30 pm Hall Activity 8:30 - 8:45 pm Commute Back Montecito Hall (Bldg. 21) 9:00 - 10:00 pm Independent Time Montecito Hall (Bldg. 21) 10:00 pm Hall Curfew Montecito Hall (Bldg. 21) 11:00 pm Room Curfew Montecito Hall (Bldg. 21)				
				1:00 - 1:45 pm College Tips & Team Building University Quad 1:50 - 3:05 pm Advising Seminar Bldg. 5-106, 5-107, 5-124 3:05 pm - Meet Champions Outside of Building 3:15 - 5:00 pm 1:1 w/ Champion by Appt. Bldg. 1-203, Bldg. 1 Back Patio	1:00 - 1:45 pm Guided Study Group Bldg. 162-1002 1:50 - 3:05 pm Educational Workshop: Career Center StrengthsQuest Bldg. 162-1001 3:05 pm - Meet Champions Outside of Building 3:15 - 5:00 pm 1:1 w/ Champion by Appt. Bldg. 1-203, Bldg. 1 Back Patio	1:00 - 1:45 pm College Tips & Team Building University Quad 1:50 - 3:05 pm Advising Seminar Bldg. 5-106, 5-107, 5-124 3:05 pm - Meet Champions Outside of Building 3:15 - 5:00 pm 1:1 w/ Champion by Appt. Bldg. 1-203, Bldg. 1 Back Patio	1:00 - 2:45 pm Educational Workshop: Storytelling as Resistance with Dr. Kafai Bldg. 162-1001 2:55 - 4:05 pm Educational Workshop: Campus Partners Rotations Bldg. 162-1001 4:10 - 5:00 pm End of the Week Large Roundtable Bldg. 162-1001 5:00 - 5:30 pm Commute & Prep for Check-Out 5:30 - 7:00 pm Weekly Check-Out w/ RAs <i>All students must be picked up by 7:00pm, unless approved for Weekend Stay</i> Montecito Hall (Bldg. 21)





SB Partnership: Sample Program Policies

All Program Policies and Procedures are outlined in our Student Guide. Prior to applying, students must read the entire guide and be aware of what is expected in this partnership.



Attendance Policy

If you are planning a vacation, doctor's appointment, or any other event that may conflict with program dates, please reschedule dates. There are no "excused" absences.



Health & Wellness Policy

If you are sick or not feeling well, please notify Summer Bridge staff.

- If you recently tested positive for COVID-19, had a close contact or experiencing COVID-19 symptoms, you need to report it to the CPP Safer Return Incident Investigation Team by filling out the Self Reporting Form.



Guest Policy

Summer Bridge is a closed program. In order to ensure safety of students, participants will be required to stay on campus Sunday-Thursday. Parents, family, guest are not allowed to visit their student during the program. Families may ONLY visit their student's room during the check-in and check-out time frames.



CPP Code of Conduct

The University is committed to maintaining a safe and healthy living and learning environment for students, faculty, and staff. Each member of the campus community should choose behaviors that contribute toward this end.

Break Out Room

Now that you have a better understanding of our Summer Bridge program model at Cal Poly Pomona, what are some best practices you would envision implementing within your program?



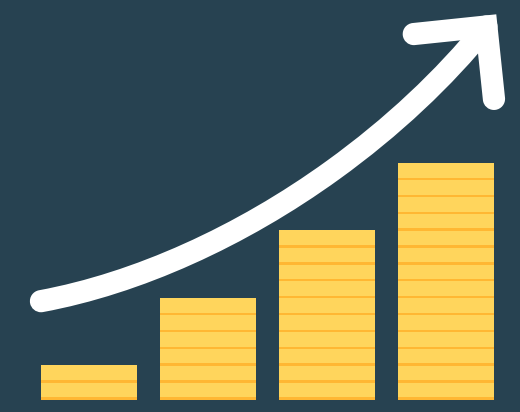
Program Impact

Over the last decade, SB has celebrated the following successes:



1,219

EOP students served, with 60–140 students per cohort



93%

Average first year retention rate (fall to fall)

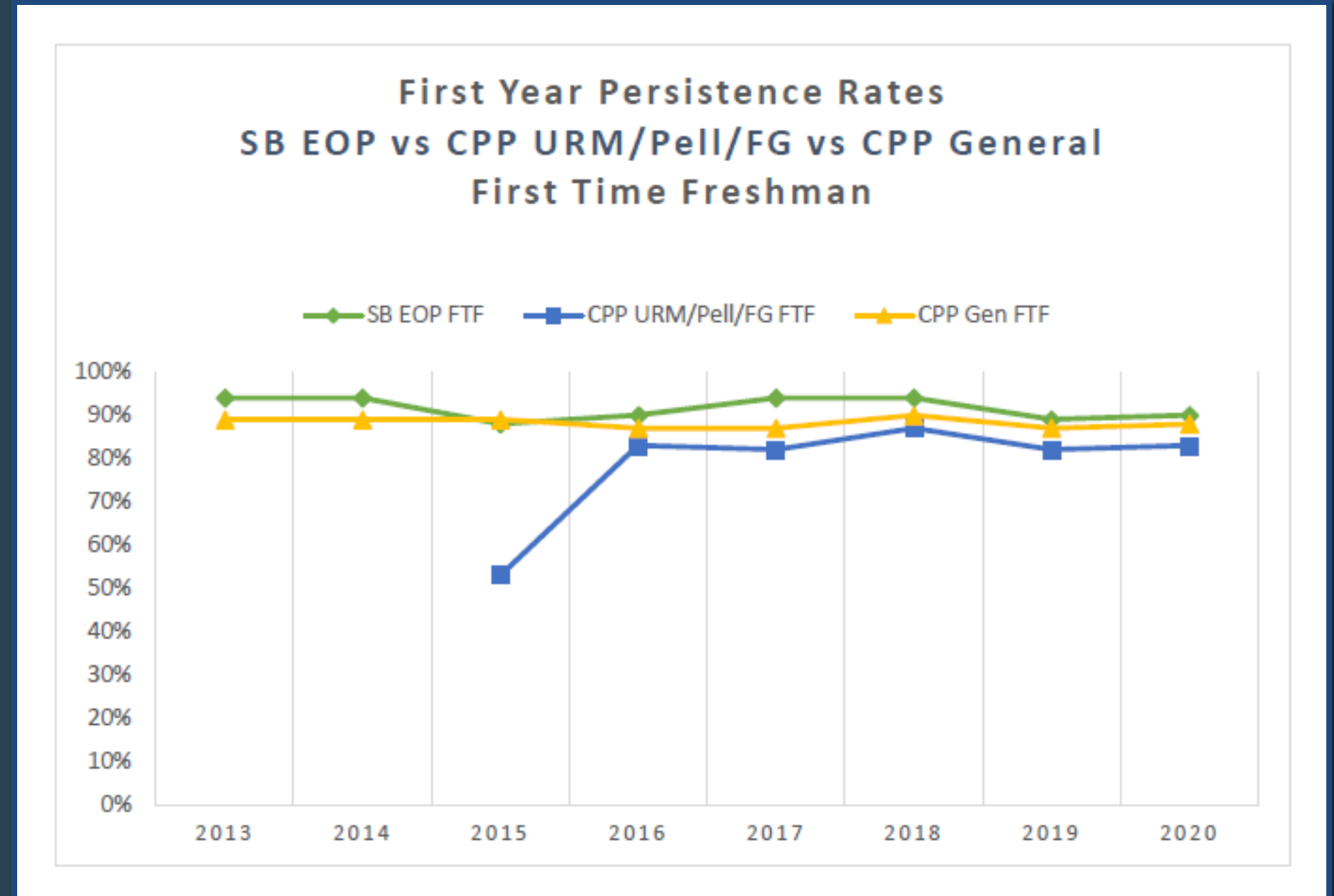


97%

Ethnic Studies course pass rate,
with an average grade of B or higher

SB Data Collections

- Qualitative and Quantitative Data Collection
 - Pre & Post Assessments
 - Focus Groups
 - Summer Course Completion
 - Persistence and Graduations Rates



Year	2013	2014	2015	2016	2017	2018	2019	2020	
Cohort Size	98	107	116	119	106	139	111	80	
SB EOP FTF	94%	94%	88%	90%	94%	94%	89%	90%	92% Avg.
CPP URM/Pell/FG FTF			53%	83%	82%	87%	82%	83%	78% Avg.
CPP Gen FTF	89%	89%	89%	87%	87%	90%	87%	88%	88% Avg.

SB Student Testimonials

Hear it from them!

“ I'm truly grateful for this opportunity that not all EOP students get to experience. I was introduced to amazing staff who work in different departments at CPP. I've made great friends who I can reach out to during the fall semester and the rest of my four years. Lastly, I learned many tools that will help me become a successful student. Being a first-generation student, I realized that being resourceful is extremely important and Summer Bridge has helped me practice that.” -SB 2020 Participant

“ Just would like to say thank you for this amazing opportunity you have provided for my peers and myself. Without EOP SB I wouldn't feel as comfortable as I am now when school starts.-SB 2022 Participant





Program Cost & Funding

Participation in SB is funded by the university at no cost to student participants.

The average cost is \$3,000 - \$4,000 per student!

What does that include?

- Room & Board
- Tuition & Fees
- Books & Supplies



Implications for Further Practices

During the last few years of coordinating and facilitating the Summer Bridge program, we have seen the following barriers/challenges:

- **Student Challenges**
 - Mental Health & Wellness
 - Technology Need
- **Program Challenges:**
 - Funding Source
 - Ever changing student trends and adapting to the generational needs.



 summerbridge@cpp.edu



Contact Info



Thank You!





BREAK



Pause recording



SUMMER
B R I D G E



COMMUNITIES OF
ACTION

Roadmap to Success

September 2022 - April 2023



Resume recording

August 2022

- Identify data metrics for SB (and how they relate to KPIs)
- Upload SB Project Plans to Basecamp
- Determine/refine population(s) that will be served/recruited
- Confirm steering committee has recruited all critical members to serve until May 2023

October 2022

- Establish budget
- Identify potential funding sources
- Share project plan with campus partners
- Identify and recruit SB program staff, responsibilities, and time commitment

September 2022

- Finalize committee/working groups for SB
- Develop/refine recruitment strategies and messaging for Admissions teams (See [UMKC example](#) in Basecamp)
- Determine dates, modalities, and course offerings (tentative)
- Develop/refine application/intake procedures (See [UMKC example](#) in Basecamp)

November 2022

- Identify preferred courses for SB; work with Registrar for scheduling
- Gather potential students from Admissions and Financial Aid applications
- Establish plan for tuition costs and faculty fees with Finance office and Registrar
- Work with marketing/graphic design to create logos, graphics, etc.



January 2023

- Draft weekly and day-to-day schedule of events, speakers, meals, courses, etc.
- Draft handbook for program (i.e. required forms, policies, etc.)
- Develop/refine communication plan for scholars being admitted into the program (before and during program)

February 2023

- Determine housing and meal plan options
- Identity Orientation date(s) for all SB participants
- Buy swag/materials for SB students

March 2023

- Confirm/finalize guest speakers, senior leader attendance, room reservations, etc.
- Confirm/finalize housing contracts and meal plans
- Identify participation tracking method

April 2023

- Final recruitment/confirmation emails
- Create maps of campus and SB-related rooms or buildings
- Determine due date for fees, tuition, or other SB costs (FAFSA from prior year)



Next steps

- If you have not already done so, please upload your Data Exercise Sheet and draft Project Plan into Basecamp.
- We will be planning role-alike meetings so individuals in similar positions/with similar responsibilities can get together and discuss successes and barriers they face.
- Per the roadmap we created, you should also:
 - Finalize committee/working groups for summer bridge
 - Develop/refine recruitment strategies and messaging for Admissions team
 - Determine dates, modalities, and course offerings
 - Develop/refine application/intake procedures
- We will ask team leads to provide an update in October on your programs and how they've evolved since the beginning of the program, as well as your biggest takeaways.