PARTNERSHIP, NOT PATHWAY
Belonging, Equity, Diversity and Inclusion (BEDI) Framework:

- **STUDENTS**
  - Enrollment
  - Course success
  - Retention
  - Completion

- **EMPLOYEES**
  - Hiring, retention, advancement and accountability
  - Constituency Group Participation
  - Evaluations that include Innovation and Equity

- **BIAS**
  - Disciplinary Actions
  - Police Interactions
  - Student Disciplinary
  - Academic Integrity

- **CULTURE**
  - Leadership
  - Governance
  - Climate Surveys
  - Consider the physical and aesthetic environment

*Data on Equity and Completion*
Fall 2020-2021 Retention Rates by Race and Ethnicity
Dr. Gavin’s Proposed in 4 Years: 62%

Retention %

- **All Students**: 48%
- **Black/African-American**: 43.3%
- **Hispanic**: 50.9%
- **White**: 48.4%
- **Other**: 47.9%

Legend:
- Black/African-American
- Hispanic
- White
- Other
Graduation Rates by Race + Ethnicity + Pell

Graduation Rate %

- Pell Recipients
  - Black/African-American: 5.6%
  - Hispanic: 8.2%
  - White: 8.7%
  - Other: 9.1%

- Non-Pell Recipients
  - Black/African-American: 21.6%
  - Hispanic: 16.7%
  - White: 17.6%

- Aggregate
  - Black/African-American: 11.4%
  - Hispanic: 17.8%
  - White: 12.5%

All students = 16.1%
REality: One gets more than is needed, while the other gets less than is needed. Thus, a huge disparity is created.

EQUALITY: The assumption is that everyone benefits from the same supports. This is considered to be equal treatment.

EQUITY: Everyone gets the support they need, which produces equity.

JUSTICE: All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.
1. EQUALITY imagines an equal world.
   "I care about all students equally"

2. But the world ISN'T EQUAL.

3. And it has BIAS AND SYSTEMIC RACISM.

   Poorly-Funded Schools
   Less-Skilled Teachers
   Counselor Ratios: 1:1000
   Truncated Curriculum

   Predominantly White
   Microaggressions
   Implicit Bias
   Disproportionate Remediation
   Predominantly Marginalized Racial/Ethnic Groups

   Scholarships
   Educated Parents
   SAT / ACT Tutors
   Middle to Upper Class
   Honors Courses, AP Credit & Highly Skilled Teachers
   Active Social Networks and Social Capital

   Predominantly Marginalized Racial/Ethnic Groups
4. Within this same picture, a **DIVERSITY** lens focuses only on bringing more students into an unequal pathway.

5. In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.
Process Leading to Today

1. Listening sessions in fall
2. Feb-March, met with each office prior to retreat
3. Retreat
4. Survey of retreat

What I Heard

1. Connection with students is primary concern
2. Employees want to feel valued for their expertise
3. There has been so much change, some feel uncertain that the next iteration will be ‘real’
Activity
Admissions Funnel
Applicants in Funnel: 4,114

- Applied
- Tested
- Orientation
- Enrolled

Opportunity
Not an Enrollment Funnel; A Completion Web

Student Belonging

- Admissions
- Advising
- Financial Aid and Billing
- Wellness
- ODR
- Pioneer Connect (focus on funnel and retention)
Moving toward Completion and Equity
Focus in SES Requires Shifting Resources

- Caseload requires focus on transactional not transformational
- One-stop was envisioned where 7 staff were the one-stop
- One-stop build on top of a system; we need to consider the system itself as leading to the outcomes we currently see
- Our application-to-registration process and retention plans need resourcing
Where we are Going

✓ Each office will identify 3-4 tasks that, if taken off their plate, will allow them to focus on connection;
✓ These 3-4 will be explicitly-stated tasks for Pioneer Connect
✓ We will build off Pioneer Connect to re-imagine in concept and function the Student Journey
✓ 300/1 case load for advising through reallocation of resources
✓ Pioneer Connect will work with other offices to build capacity for retention efforts
✓ This means not all students will be routed to Pioneer Connect
STUDENT EMPOWERMENT PROCESS

DRAFT

Pioneer Connect Staff

Admissions

Kiosk

Student Wellness

Financial Education

Support

Student Tech

Kiosk

Advisors by Meta-Major
What is the Difference Between a Net and a Gate

- Application vs. Welcome Packet/Tell us About Yourself
- Financial Aid vs. Learn how to Pay for College

REQUEST DENIED

Welcome to Pioneer Connect. Unfortunately, the department selected only accepts appointments during standard business hours: M-Th 8:00am-6:00pm, F 8:00am-4:00pm; not including holidays.

If needing support after hours, please email the appropriate office below and we’ll get back with you the next business day:

Advising - advising@delta.edu
Financial Aid - financialaid@delta.edu
Registrar - registration@delta.edu

Please try again during standard business hours.
Next Steps

• May 3: 8-10:30 am all SES meeting to discuss
• May 9-10: AtD coach will be working with SES offices to ensure
  • We are all on the same page with vision and timing
• By November 2022: data collected from students and visits to
  other campuses to finalize planning for student wellness center
• For AY 22-23: We will begin to route students to offices if they
  need administrative help
• By Fall 2023:
  • A physical space that will accommodate our desire for students to have
    all or most of their support needs met
  • We will have a lattice/net of support around students from interest to
    completion with jobs re-imagined for student retention from interest to
    completion and based on metamajor