



Preparing Employers for Community College Interns: A Conversation about Equity and Cultural Wealth

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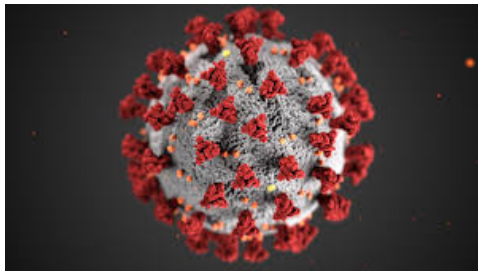
November 16, 2020

Goals for today:

- Define equity, equity-mindedness, and cultural wealth
- Dispel misconceptions about terms
- Identify who are BHCC students are
- Identify examples of students' cultural wealth

Why Equity and Cultural Wealth?

Why now?



Use the chat feature to answer the following:

How confident are you in your understanding of the terms “Equity” and “Cultural Wealth.”

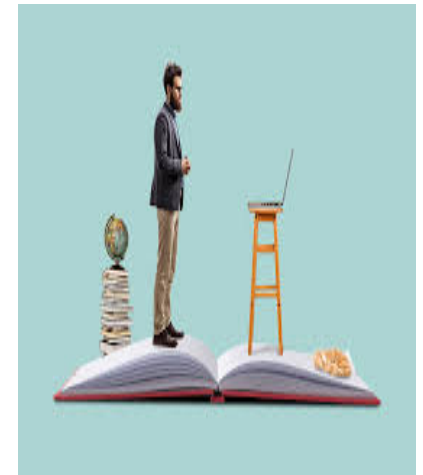
- A. Very confident
- B. Somewhat confident
- C. Not confident at all

Example

When asked about his classroom practices, Professor X said, “I know I’m fair to all of my students. I give them all the same amount of time for their exams. I don’t see race or color in my classroom. My teaching approaches, resources, and communication are all the same for every student. I do, however, include readings by diverse authors every semester.”

In this example, Professor X practices:

- A. Equity
- B. Cultural Wealth
- C. Both Equity and Cultural Wealth
- D. Neither Equity nor Cultural Wealth



Defining Our Terms: Equity

*Equity means accounting for differences in individual attributes and experiences for the purposes of achieving equal outcomes.**

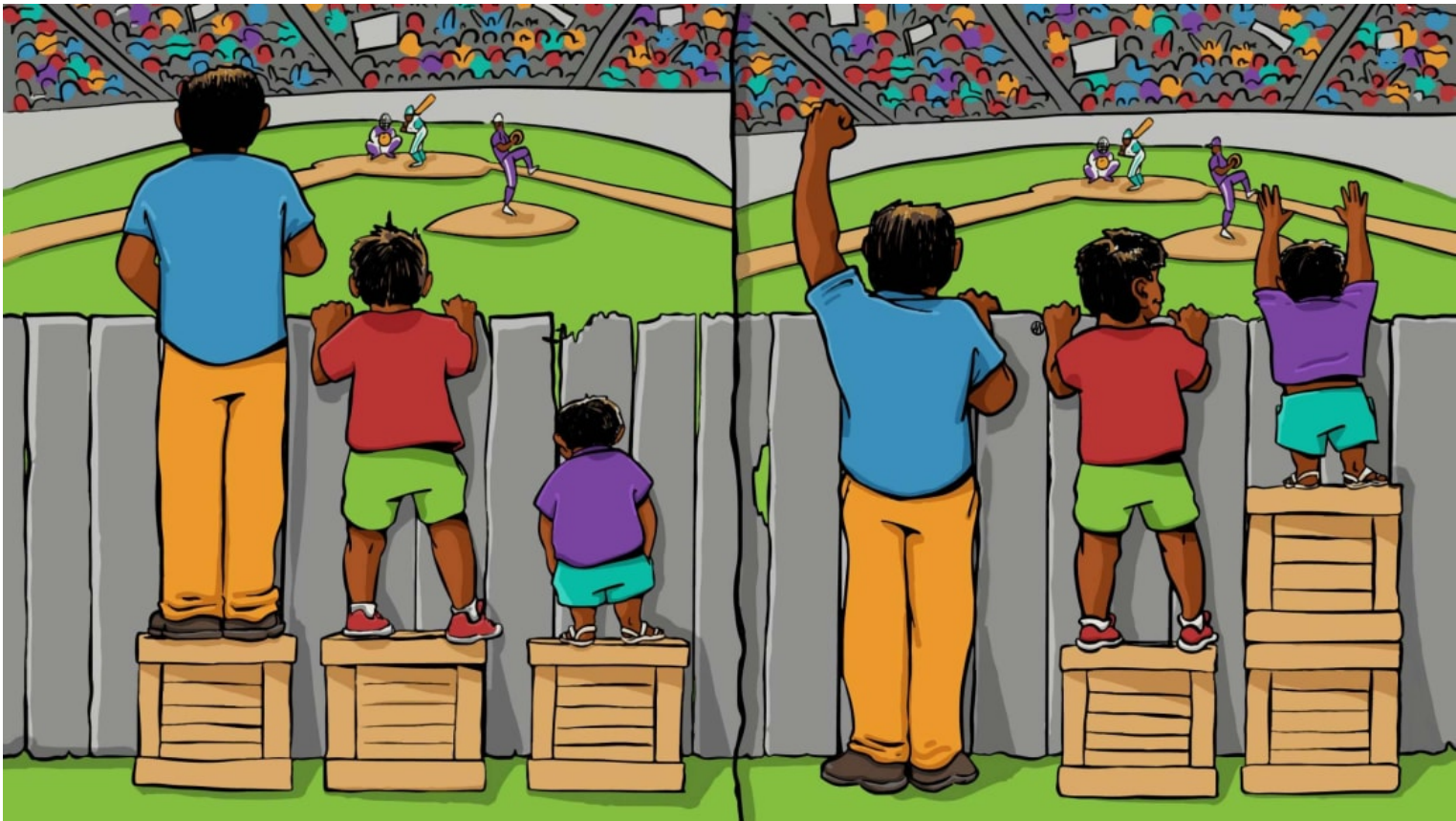


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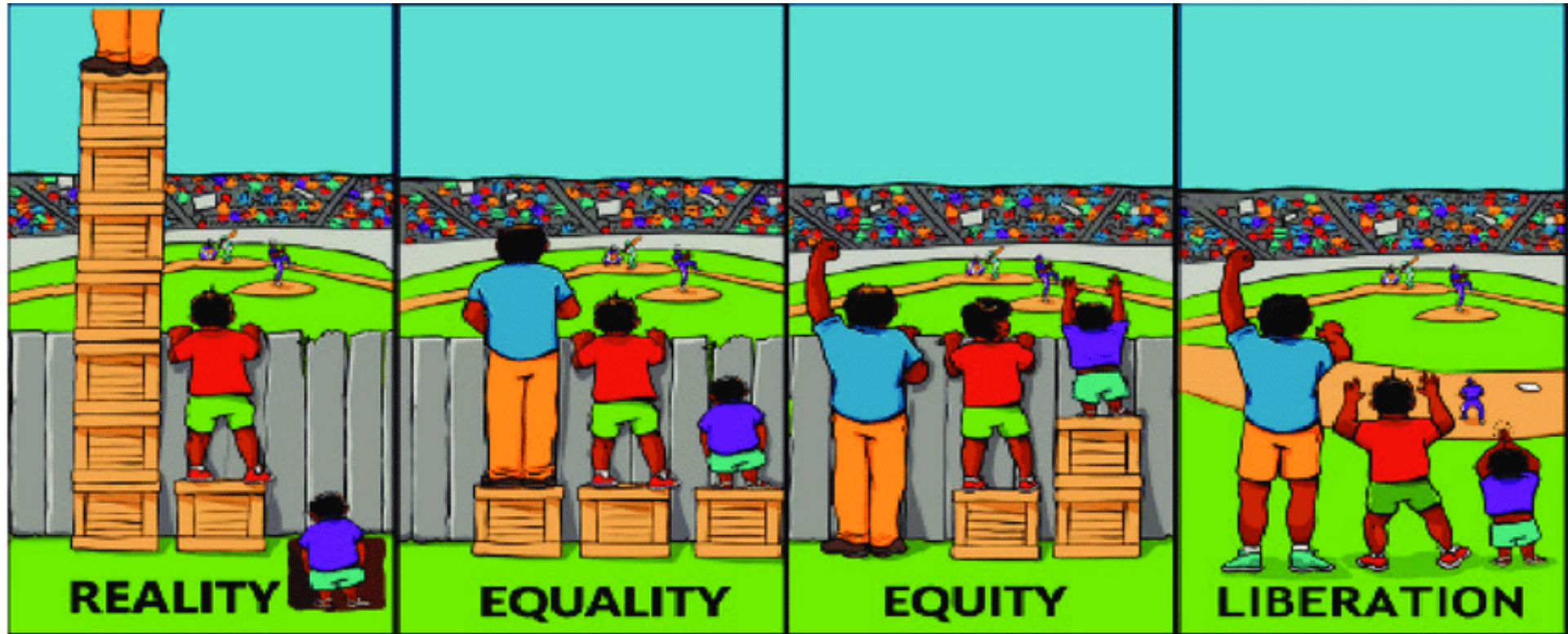
[https://www.aacu.org/diversitydemocracy/2016/winter/bensimon#:~:text=Equity%2C%20in%20contrast%2C%20means%20accounting,levels%20\(Bensimon%2C%20forthcoming\).](https://www.aacu.org/diversitydemocracy/2016/winter/bensimon#:~:text=Equity%2C%20in%20contrast%2C%20means%20accounting,levels%20(Bensimon%2C%20forthcoming).)

Equality vs. Equity

Equality refers to the state of being equal in status, rights, opportunities, treatments, etc.



From reality to liberation



Defining Our Terms: Equity Mindedness

The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes.

Why Does Equity Matter?

- leads to informed, inclusive decision making
- improves our learners/workers outcomes
- helps prevent attrition

Aspects of equity-mindedness:

- Practitioner Accountability
- Strengths Based
- Data informed and defined
- Explicitly name and challenge racial inequity

What Equity Minded Practice is Not

- Seeing all workers or students as “the same”
- Outright refusal to notice differences
- Ignoring or refusing to see race
- Assuming our academic or work environments are already affirming and equitable
- Assuming inequitable outcomes are the result of student unpreparedness

Hard Truth

- We learned in higher education that if our schools historically have not included diverse populations, these schools were not built or designed to support the success of diverse populations.

Defining Our Terms: Cultural Wealth

- “Community cultural wealth is an array of knowledge, skills, abilities and contacts possessed and utilized by Communities of Color to survive and resist macro and micro-forms of oppression” (Yosso, 2006).

Diversity vs. Cultural Wealth

Diversity	Cultural Wealth
<p>the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.</p>	<p>“Community cultural wealth is an array of knowledge, skills, abilities and contacts possessed and utilized by Communities of Color to survive and resist macro and micro-forms of oppression” (Yosso, 2006).</p>

Cultural Wealth

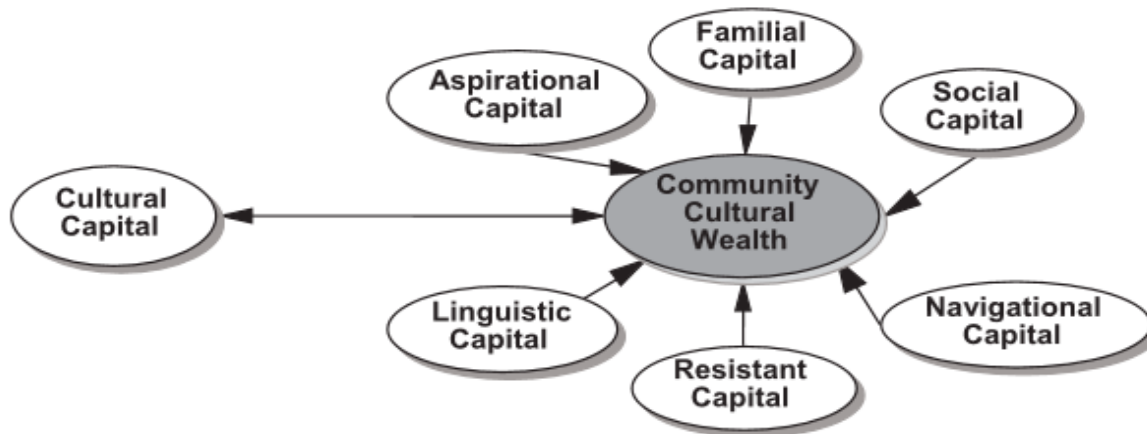


Figure 2. A model of community cultural wealth. Adapted from: Oliver & Shapiro, 1995

Who are BHCC students?

- About 12,000 degree-seeking students
- 65% part-time
- 57% female
- Avg. age is 26
- Age Range: 15-92
- 36% First in their families to go to college
- Over 75 languages are spoken on our campus
- 67% students of color
 - 27% Latinx
 - 25% Black
 - 19% White
 - 12% Asian

Who are BHCC Students?

- 68% of students at least one form of basic needs insecurity
 - 54% housing insecure in last year
 - 49% food insecure in last year
- 53% of all students receive partial or full Pell Grants
- Of FAFSA students:
 - 45% have family income \leq \$12,000

Examples of students' Cultural Wealth

- Linguistic Capital
- Navigational Capital
- Aspirational Capital



How should employers prepare for community college interns?

Use an Equity-minded Approach

- Practitioner Accountability
- Strengths Based
- Data informed and defined
- Explicitly name and challenge racial inequity

Learn and Earn

- Launched in 2012 with support of Massachusetts Competitive Partnerships
- Placed BHCC student interns at top corporations in Greater Boston
- Student interns are paid and receive travel/tech stipend
- Student interns have career planning support from BHCC and mentoring and professional development from internship site

**Pay
community
college
interns.**

Community college students are

- typically older than four-year college students.
- often parents or caregivers of other family members.
- usually working one or more jobs.
- responsible for household expenses.
- more likely to be struggling with housing and food insecurity.

**Value the experience
of community college
interns.**

Community college students are

- coming to the table with existing work experience.
- risk-takers ready to chart a new path.
- able to navigate multiple cultures and may be multi-lingual.
- committed members of their communities.

**Ask yourself tough
questions.**

Examine your Organization's Culture

Who holds positions of power in your organization?

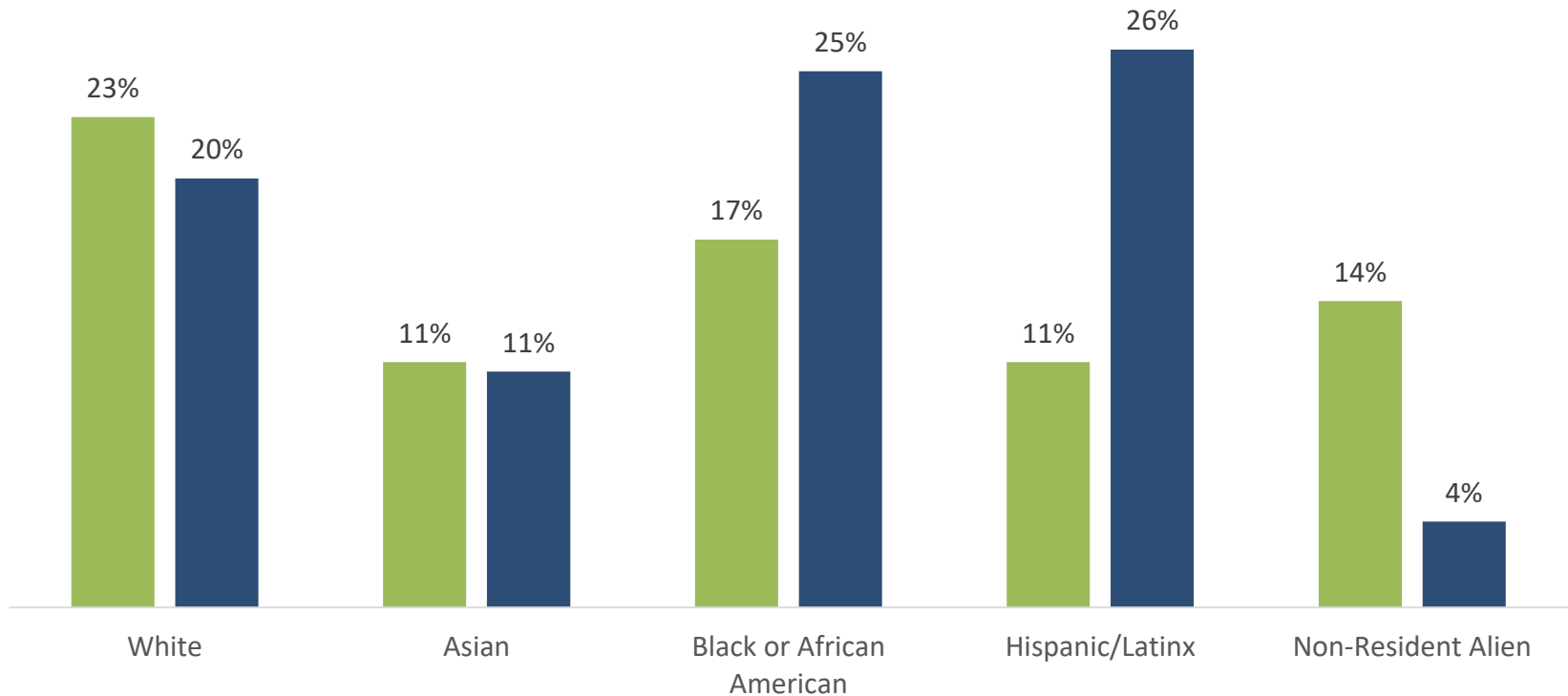
What were their paths to get there?

Examine your Organization's Culture

Who benefits from your organization's policies and procedures?

Learn and Earn Students by Race/Ethnicity Compared to BHCC Student Body

■ Learn and Earn (2017/2018) ■ BHCC Student Enrollment (2018FA)



Examine your Organization's Culture

What behaviors are rewarded?

Culture Matters

Individualistic

- Focused on individual successes
- Can foster competition in the workplace
- Initiative is rewarded

Collectivistic

- Focused on the successes of the group
- Foster collaboration and relational workplace
- Rewards come when the group is successful

**Be ready to do the
work.**

Adjustments to Learn and Earn

- Removed GPA requirement
- Expanded non-profit pilot to include small businesses, civic and cultural organizations
- Overhauled student intern recruitment practices

Why Recruitment Process Matters

- Removing reliance on self-selection
- Decoding job description language
- Connecting skills students learn in classes to actual positions
- Valuing previous experience

Adjust Processes to Value Everyone's Contributions

- Adjust language used in job postings
- Revise meeting structures
- Use new ways to give assignments
- Seek feedback in multiple modes
- Make mentoring part of your staff member's job descriptions

- Pay community college interns.
- Value the experience of community college interns.
- Ask yourself tough questions.
- Be ready to do the work.



Questions