Institute Objectives:

- Reinforce that the overarching purpose of college pathways reforms is to support community colleges in designing and implementing academic and career pathways with informed intent to expand opportunities, ensure equity, and eliminate institutional barriers that may have disproportionate negative impact on students of color and low-income students.

- Enrich college efforts to build cultural competence in classrooms and equitable outcomes across all student groups.

- Uncover potential sources of inequity that may be unintentionally baked into the design of new guided pathways reforms.

- Redesign student experiences (i.e., institutional policies, processes, and practices) in ways that intentionally eliminate structural inequity—and in its place, build in equity by design.

- Focus the equity lens on achieving equitable outcomes for both (a) long-term outcomes such as completion and post-completion success and (b) short-term milestones grounded at each stage of the student experience at the college.

- Explore specific Equity Through Pathways topics at each stage of the student journey at the college using the Loss-Momentum Framework from Completion by Design.

- Reflect and celebrate college progress and achievements over the course of the California Guided Pathways (CAGP) institute series.

- Plan for next steps in the implementation of pathways at scale at each CAGP college.

- Explore how to remain connected as a cohort of colleges under the CAGP banner.
Thursday, September 5

12:00 p.m. – 3:00 p.m.  Registration  
Refreshments provided

12:30 p.m. – 1:45 p.m.  Pre-Institute Work Session I  
Exploring Equity & Living Wage Data
Kathy Booth, California Guided Pathways (CAGP) Associate Director,  
Program Director, Educational Data and Policy, WestEd  
Marty Alvarado, CAGP Coach

Too few community college students earn a living wage immediately after leaving community college, with low-income students, women, and minoritized communities facing significant economic mobility gaps. This session will model possible conversations you could have on your campus, using publicly available data on living wage attainment, to bring this equity consideration into your guided pathways work.

NOTE: Open to all.

Pre-Institute Work Session II  
Men of Color and Community Colleges: Continuing the Courageous Conversation
Evelyn Waiwaiole, Executive Director, Center for Community College Student Engagement  
Michael Poindexter, CAGP Coach

Analysis of data on engagement, progress, and success of Latino and Black men in community colleges often leads to more questions than answers. Participants in this session will engage in a courageous conversation about questions to be raised and issues to be addressed in their own community colleges to achieve equity and close achievement gaps. Let’s talk.

NOTE: Open to all.

1:45 p.m. – 2:45 p.m.  Coach and Team Facilitator Meeting

3:00 p.m. – 3:15 p.m.  Opening Plenary Session  
Welcome and Introductions
Kay McClennen, Senior Advisor to the President/CEO & Pathways Project,  
American Association of Community Colleges  
Rob Johnstone, CAGP Director, Founder & President, National Center for Inquiry & Improvement (NCII)
3:15 p.m. – 3:30 p.m. **Welcome From Miwok Indian Tribe**
Crystal Martinez-Alire, Cosumnes River College Counselor and Trustee, Elk Grove Unified School District
Facilitators: Ed Bush, President, Cosumnes River College
Alex Casareno, Dean-Guided Pathways, Cosumnes River College

Dr. Martinez-Alire will welcome participants to this institute focused on an exploration of equity through pathways and share the history of the land and the Miwok Indian Tribe.

3:30 p.m. – 4:30 p.m. **Opening Plenary Panel**
**Equity, Pathways, & A Journey of Hope: Connecting the Equity and Pathways Movements**
Julianna Barnes, President, Cuyamaca College
Ed Bush, Cosumnes River College
Kindred Murillo, Superintendent/President, Southwestern College
Moderator: Kay McClennen, AACC

In July 2019, NCII hosted an Equity Through Pathways convening, which brought together 20 national leaders of color from the equity and guided pathways spaces to explore how to more tightly connect the two movements. In this session, three CAGP presidents will reflect on the equity through pathways journey at their colleges and will share a sense of optimism that with hard work and continued commitment we can improve our outcomes at scale.

4:30 p.m. – 4:45 p.m. **Break**

4:45 p.m. – 5:55 p.m. **College Team Strategy Session #1**
**Grounding Equity Through Pathways Work at Your College**
Facilitators: Pathways coaches

See Page 9 for Team Room Assignments

5:55 p.m. – 6:00 p.m. **Evaluation #1**
**Pre-Institute Work and Thursday Sessions**
Complete the green evaluation form and submit it to your Pathways coach.

We need and value your feedback!

6:00 p.m. – 6:30 p.m. **Break**

6:30 p.m. – 7:30 p.m. **Reception**
Refreshments provided
Cash bar available

Morgan’s Restaurant
Level 2

Explore Sacramento
Dinner on Your Own
Friday, September 6

8:00 a.m. – 9:00 a.m.  **Full Breakfast**
Continue work from College Team Strategy Session #1 or network with other colleges and Pathways partners. If desired, schedule time with your Pathways coach or with a Pathways partner.

9:00 a.m. – 10:15 a.m.  **Plenary Working Session**
**Sustaining an Equity Advancing Culture**
Veronica Keiffer-Lewis, Organizational Equity and Cultural Humility Specialist, Allied Path Consulting & De Anza College
Moderator: Rob Johnstone, CAGP Director

Guided Pathways provides an opportunity for authentic institutional culture change for student success. However, we must remain vigilant, focused, intentional, and grounded in our commitment to equity for all. Equity is a way of being and we must collectively internalize and institutionalize practices that elevate and illuminate our commitment to fairness and justice. This presentation provides an opportunity to pause and reflect on how we are embedding equity into our guided pathways redesign work. We will explore systemic and sustainable institutional equity through the lens of calling-in dialogue, equity-centeredness, and true community building.

**NOTE:** Seating for this session is arranged by roles (presidents/CEOs, equity community leaders, guided pathways workgroup and topical leaders, professional development leaders, and institutional research leaders), designated by table signs.

10:15 a.m. – 10:30 a.m.  **Break**

10:30 a.m. – 12:00 p.m.  **College Team Strategy Session #2**
**Designing Equity Into Pathways and the Culture of Change**
Facilitators: Pathways coaches

**NOTE:** At the end of this session, decide among the team who will attend each of the afternoon concurrent sessions.

12:00 p.m. – 1:00 p.m.  **Lunch**
1:00 p.m. – 1:15 p.m.  Break (Move to Concurrent Sessions)

1:15 p.m. – 2:15 p.m.  Concurrent Sessions I

NOTE: The concurrent sessions at this institute are different than in previous institutes; 10 discussion topics were identified upon reflection after the July 2019 Equity Through Pathways convening, and explorations of these topics will be led by CAGP coaches. These concurrent sessions dig into specific equity challenges and opportunities that are aligned with the stages of the Loss-Momentum Framework: Connection, Entry, Progress, and Advancement. Each session includes an opportunity to describe current activities, investigate equity gaps and promising strategies, and identify specific actions your college could take to strengthen success for all students.

1. CONNECTION: Expanding Students’ Understanding of Possible Education & Career Pathways
   Facilitators: Bob Pacheco, CAGP Coach & Rogéair Purnell-Mack, CAGP Coach
   Level 2

2. ENTRY: Hiring Practices That Foster Diversity
   Facilitators: Mandy Davies, CAGP Coach & Omero Suarez, CAGP Coach
   Level 2

3. PROGRESS: Embedding Non-Academic Supports
   Facilitators: Kathy Molloy, CAGP Coach & Michael Poindexter, CAGP Coach
   Level 2

4. PROGRESS: Integrating Academic Support Into Courses/Pathways
   Facilitators: Chris Hill, CAGP Coach & Diego Navarro, CAGP Coach
   Level 2

5. ADVANCEMENT: Creating Stackable Career & Transfer Options
   Facilitators: Marty Alvarado, CAGP Coach & Kathy Booth, WestEd
   Level 2

2:15 p.m. – 2:30 p.m.  Break
Refresments provided
2:30 p.m. – 3:30 p.m. Concurrent Sessions II

1. CONNECTION: Building an Environment Where Students Feel Welcome
   Facilitators: Bob Pacheco, CAGP Coach & Rogéair Purnell-Mack, CAGP Coach
   Carr
   Level 2

2. ENTRY: Ensuring Equitable Completion of Transfer-Level Math & English
   Facilitators: Marty Alvarado, CAGP Coach & Kathy Booth, WestEd
   Tofanelli
   Level 2

3. PROGRESS: Supporting Students Who Are Off Their Path
   Facilitators: Kathy Molloy CAGP Coach & Michael Poindexter, CAGP Coach
   Bataglieri
   Level 2

4. PROGRESS: Creating Active & Culturally Appropriate Learning Environments
   Facilitators: Chris Hill, CAGP Coach & Diego Navarro, CAGP Coach
   Compagno
   Level 2

5. CEO SESSION: Leading a College Focused on Equity
   CAGP Coach Participants; Mandy Davies, CAGP Coach & Omero Suarez, CAGP Coach
   Moderator: Kay McClennery, AACC
   Bondi
   Level 2

3:30 p.m. – 3:45 p.m. Break
   Refreshments provided

3:45 p.m. – 4:55 p.m. College Team Strategy Session #3
   Integrating Equity Into Guided Pathways Implementation
   Facilitators: Pathways coaches
   See Page 9 for Team Room Assignments

4:55 p.m. – 5:00 p.m. Evaluation #2
   Friday Sessions
   Complete the yellow evaluation form and submit it to your Pathways coach.

   We need and value your feedback!

5:45 p.m. – 7:00 p.m. Dinner for CEOs Only
   Falor
   Level 2

   Explore Sacramento
   Dinner on Your Own
Saturday, September 7

7:00 a.m. – 8:00 a.m.  **Full Breakfast**  
Continue work from College Team Strategy Session #3 or network with other colleges. If desired, schedule time with your Pathways coach or with a Pathways partner.  
Magnolia Ballroom  
Lower Level

8:00 a.m. – 9:00 a.m.  **Plenary Session**  
Charting a Path Forward: The Optimized Student Experience & Key Decisions to be Made Under a Guided Pathways Framework  
Rob Johnstone, CAGP Director  
As we transition to next steps on this last morning of the last institute, Rob will share two new resources designed to support the colleges’ journeys toward implementation of version 1.0 of guided pathways in fall 2020. These short three-pagers can help colleges maintain or increase focus on the totality of the student experience under a guided pathways framework.  
Magnolia Ballroom  
Lower Level

9:00 a.m. – 9:15 a.m.  **Break**

9:15 a.m. – 10:30 a.m.  **College Team Strategy Session #4**  
Championing the Optimized Student Experience & Next Steps  
Facilitators: Pathways coaches  
See Page 9 for Team Room Assignments

10:30 a.m. – 10:45 a.m.  **Break**  
Refreshments provided

10:45 a.m. – 11:45 a.m.  **Closing Plenary Session**  
Celebration and the Path Forward  
Kathy Booth, WestEd  
Rob Johnstone, NCII  
Kay McClennen, AACC  
CAGP Project leaders will facilitate a mix of table time and group discussion reflecting on the journey of the colleges with CAGP and the path forward to the rollout of guided pathways in fall 2020 and beyond.  
Magnolia Ballroom  
Lower Level
11:45 a.m. – 12:00 p.m. **Evaluation #3**

**Saturday Morning Sessions & Overall Institute**

Complete the blue evaluation form and place it in the manila envelope provided on your table. The Center for Community College Student Engagement staff will collect the manila envelopes.

*We need and value your feedback!*
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<th>College</th>
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