

The Black Student Crisis (Enrollment, Retention, Completion) - Policy & Funding Recommendations

| Recommendation | Recommended by | Level | Type |
|---|---|----------------------------------|-----------------------------|
| Increase the Cal Grant to cover the Total Cost of Attendance | Black Students in California Community Colleges Fact Sheet - 2020 | State | Funding |
| Update Cal Grant eligibility requirements to meet the needs of today's college student (e.g. adult learners who attend part-time) | Black Students in California Community Colleges Fact Sheet - 2020 | State | Funding |
| Allow students to use the Cal Grant to attend Out-of-State Institutions (Portable Cal Grant) | Black Students in California Community Colleges Fact Sheet - 2020 | State | Policy |
| Add race as a metric to determine the amount of funding colleges receive by way of the Student-Centered Funding Formula and Student Equity and Achievement funding | Black Students in California Community Colleges Fact Sheet - 2020 | Colleges and Universities | Funding |
| Maintain State investments in Student Equity and Achievement | Black Students in California Community Colleges Fact Sheet - 2020 | Colleges and Universities | Funding |
| Allocate COVID-19 stimulus monies with a race-conscious perspective | Black Students in California Community Colleges Fact Sheet - 2020 | Federal | Funding |
| Equitize funding across public postsecondary education for lower division courses | Black Students in California Community Colleges Fact Sheet - 2020 | Colleges and Universities | Funding |
| Address and eliminate obstacles that currently prevent many Black students from learning about and completing the financial aid process | Black Students in California Community Colleges Fact Sheet - 2020 | Colleges and Universities; K-12 | Policy |
| Limit access to federal financial aid (grants and loans) for for-profit colleges and universities that do not provide a quality education or value to the students that attend them | 2021 State of Higher Education for Black Californians | Federal | Funding |
| Commit to the ambitious statewide goal of ensuring 60 percent of Black Californians in the workforce hold a degree or high-value credential by 2030 | 2021 State of Higher Education for Black Californians | State | Policy |
| Reevaluate and update the enrollment caps established under the Master Plan for Higher Education and increase enrollment of Black students at the CSU and UC through proactive outreach and support | 2021 State of Higher Education for Black Californians | State | Policy |
| Recommit to a bold, new vision for strengthening transfer and ensuring equitable access to the Associate Degree for Transfer (ADT) for Black community college students by establishing a permanent intersegmental implementation workgroup | 2021 State of Higher Education for Black Californians | State | Policy |
| Develop a strong California Cradle-to-Career Data System to better enable policymakers and institutions to address gaps for Black students in college access and success | 2021 State of Higher Education for Black Californians | State | Policy |
| Reform California's financial aid system to prioritize equity so that every talented Black Californian can go to college and stay enrolled, regardless of their income status | 2021 State of Higher Education for Black Californians | State | Policy |
| Ensure strong implementation of CCC and CSU reforms that focus on improving placement of students into college-level English and math | 2021 State of Higher Education for Black Californians | Community College and University | Policy |
| Strengthen the CSU Graduation Initiative to improve graduation rates and close racial/ethnic gaps | 2021 State of Higher Education for Black Californians | Community College and University | Policy |
| College presidents, campus leaders, and governing bodies must commit to identifying, hiring, retaining, and promoting Black faculty at California's public colleges and universities | 2021 State of Higher Education for Black Californians | Community College and University | Policy |
| Increase high school graduation rates for Black students to 90 percent and make the A-G coursework the default curriculum for all high school students in California | 2021 State of Higher Education for Black Californians | K-12 | Policy |
| Mandate completion of the Free Application for Federal Student Aid (FAFSA) or California Dream Act Application (CADAA) for all high school students so that every talented Black Californian can pursue college, regardless of their income status | 2021 State of Higher Education for Black Californians | K-12 | Policy |
| It is critical to ensure cuts and reductions account for an already uneven funding distribution for our state's students of color | Follow the Money Report - 2021 | State | Funding |
| Begin targeted outreach and awareness activities while students are in high school, and ideally middle school, to ensure students, parents and influencers are fully aware of all the resources available regarding financial aid, transfer and career education opportunities at community colleges, and how to access them. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | K-12 | Outreach & Awareness |
| Engage and support existing on- and off-campus community leaders, college educators and administrators, support systems, programs and organizations to cultivate an environment of inclusion, trust and achievement for students and parents. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | Support Systems |
| Develop advertising, informational and outreach materials that clearly and obviously target Black and African American students and parents utilizing positive and culturally relevant imagery, people and content that will connect instantly and leave no doubt that they matter. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | Advertising & Info Material |
| Address and eliminate obstacles that currently prevent many Black and African American students from learning about and completing the financial aid process. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities; K-12 | Financial Aid |
| The Advisory Panel plans to intensify efforts to increase awareness in the Black and African American community of the role career education plays in preparing students for good paying jobs and careers that do not require a four-year degree. Along the same lines, the Vision for Success aims to increase the percent of exiting career education students who report being employed in their field of study, from the most recent statewide average of 60% to an improved rate of 76% – the average among the quintile of colleges showing the strongest performance on this measure – and ensure the median earning gains of the exiting students are at least twice the statewide consumer price index. Improvements on this measure would indicate that colleges are providing career education programs that prepare students for available jobs and offering supports that help students find and secure jobs. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | Career Education |

The Black Student Crisis (Enrollment, Retention, Completion) - Policy & Funding Recommendations

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| <p>The goal of the Vision for Success is to increase by 35% the number of California community college students transferring annually to a University of California campus or California State University campus. This is the increase needed to meet California's future workforce demand for bachelor's degrees, as projected by the Public Policy Institute of California. (In California, occupations requiring bachelor's degrees are growing even faster than jobs requiring associate degrees or less college.) While ambitious, the pace of improvement envisioned in this goal is not unprecedented: between 2012-13 and 2015-16 (a three-year period), California Community College transfers to California State University campuses increased by 32% and between fall 1999 and fall 2005 (a six-year period), California Community College transfers to University of California campuses increased by 40%. More specifically, the Advisory Panel aims to improve transfer rates of Black and African American students from the current 3% that transfer within two years, and 35% within six years to levels that are on par with the transfer rates to CSU and UC schools across the system as a whole.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Transfer</p> |
| <p>Partner with on-campus high school and college Black Student Unions (BSUs) to generate interest, appreciation and enthusiasm for community college.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities; K-12</p> | <p>Partnerships</p> |
| <p>Partner with faith-based and community-based organizations and equip and empower them to be community college champions.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Partnerships</p> |
| <p>Partner with cultural brokers who can help connect the dots from college to career.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Partnerships</p> |
| <p>Partner with peer teams and mentors both within and outside the system that can find Black students and help them stay enrolled and graduate.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Partnerships</p> |
| <p>Partner with on-campus organizations such as Umoja, A2MEND, and the African American Outreach Initiative, to be active partners in outreach to prospective students.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Partnerships</p> |
| <p>Develop advertising imagery that is aspirational and includes multigenerational, culturally relatable personas that pertain to the Black diaspora.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Advertising & Info Material</p> |
| <p>Create advertising and informational materials clearly targeted to the Black and African American community. -Consider a campaign like UNCF's "A Mind is a Terrible Thing to Waste."</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Advertising & Info Material</p> |
| <p>Direct students and their influencers to online resources and to college and high school counselors, faculty and staff, workshops, support services and programs.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities; K-12</p> | <p>Advertising & Info Material</p> |
| <p>Provide clear information on transfer opportunities and how to transfer to a guaranteed saved spot at many four-year colleges and universities.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Advertising & Info Material</p> |
| <p>Increase awareness of the more than 200 career education programs available through community college that can lead to good paying careers.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities; K-12</p> | <p>Advertising & Info Material</p> |
| <p>Provide easy-to-follow instructions on how to enroll in college and apply for financial aid.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>K-12</p> | <p>Advertising & Info Material</p> |
| <p>Create a toolkit with templates for Black and African American outreach that can be used by local colleges – include appropriate images, characterizations, etc.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Advertising & Info Material</p> |
| <p>Prepare a five-year communications plan that clearly defines the work to be done, persons responsible for doing the work, and measurable outcomes.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | | <p>Community Outreach</p> |
| <p>Develop an awareness program that encourages middle school and high school counselors to be advocates for community colleges, especially targeting underserved populations. -Focus on helping counselors identify sensitivities and cultural nuances to ensure a higher quality of service to Black and African American students. -Consider peer-to-peer counseling using Umoja students to help access other Black students and be a support system to counselors. Provide stipends to the Umoja students.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>K-12</p> | <p>Community Outreach</p> |
| <p>Hold an African American Community College Conference where best practices for African American students can be shared with all colleges and other interested parties throughout the state. Another possibility would be to tie-in to other large community college conferences or events where a portion of the focus could be allocated to this work. -Develop an outreach mechanism through which to share the best practices beyond the conference so that they can be replicated in other regions/colleges throughout the state.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Community Outreach</p> |
| <p>Promote dual high school/college enrollment, early and often.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>K-12</p> | <p>Community Outreach</p> |
| <p>Conduct career education classes at community-based organizations (CBOs), churches, and service organizations to connect students with community college at the grassroots level, in a relatable, welcoming and comfortable environment.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Community Outreach</p> |

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| <p>Incorporate messaging that conveys “career education is an education” into marketing, advertising and outreach efforts.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Community Outreach</p> |
| <p>Increase awareness and access to all resources and support services sooner.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Community Outreach</p> |
| <p>Increase financial aid awareness. -Conduct enrollment and financial aid workshops in partnership with community-based organizations and cultural brokers who are trusted messengers. -Identify community-based organizations that can work with families to ensure students are completing the FAFSA. -Include financial aid information and guidance in outreach to high school students in partnership with Umoja.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities; K-12</p> | <p>Community Outreach</p> |
| <p>Expand outreach efforts to help students complete the FAFSA on time with or without parental support. -Work with feeder high schools to encourage all students to complete the FAFSA regardless of whether they've decided to attend a four-year or community college or haven't yet made a decision about attending college. This opens the doors and allows more time for a decision but also gets funding in place -Identify safe spaces within the community where students can be reached and will listen to the messages about financial aid. -Develop informational material designed to encourage parental support and participation and to reinforce the requirement that parent's financial records must be submitted to complete the financial aid application process.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities; K-12</p> | <p>Community Outreach</p> |
| <p>Establish linkages with industry and union leaders who have the capacity and are interested in hiring Black students from community colleges.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>College and Universities</p> | <p>Employer Outreach</p> |
| <p>Partner with Workforce Development/Investment Boards to: -Connect students with information about jobs, what's required, and who's hiring. -Encourage colleges to collaborate with and/or expand on working with local employers to ensure instruction aligns with employer needs. This will help ensure that students are fully prepared for the world of work. -Develop best practices list for partnering with Workforce Development/Investment Boards for use/distribution throughout the state.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Employer Outreach</p> |
| <p>The goal of the Vision for Success is to increase by at least 20% the number of California community college students annually who acquire associate degrees, credentials, certificates or specific skill sets that prepare them for an in-demand job. This increase is needed to meet future workforce demands in California, as analyzed by the Centers of Excellence for Labor Market Research. Equally important to the number of students served will be the type of education they receive, and programs, awards, and course sequences needed to match the needs of regional economies and employers.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>College and Universities</p> | <p>Employer Outreach</p> |
| <p>Prepare a Memorandum of Understanding from Chancellor Oakley to district chancellors regarding expectations and documentation regarding services to support Black and African American students. -Include a statement in the narrative that acknowledges the importance of sharing these recommendations with local college boards.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Memorandum of Understanding</p> |
| <p>Direct funding toward colleges where there is a significant Black and African American population and apply these recommendations in an effort to demonstrate gains in enrollment and completion. Work collaboratively with the statewide Umoja, A2MEND and EOPS to shore up areas where gaps in representation and funding might exist.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>College and Universities</p> | <p>Memorandum of Understanding</p> |
| <p>Create an overall support system on every campus, akin to Recruitment & Retention Centers, to promote the success of Black and African American faculty and staff. Work in collaboration with guidelines set forth by the Vision for Success Diversity Taskforce. Expand and elevate the visibility of existing, effective strategies and programs, such as Umoja, EOPS and A2MEND, and deploy on individual campuses and system wide to: -Engage more students early in their college experience. -Retain students to completion. -Increase face-to-face communication, peer-to-peer testimonials and a greater number of role models for Black and African American students on campuses.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Memorandum of Understanding</p> |
| <p>Provide training for faculty, administrators and counselors especially focusing on sensitivities and cultural nuances to ensure a higher quality of service to Black and African American students.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Memorandum of Understanding</p> |
| <p>After report is completed, Panel must also advocate at the local level to encourage implementation of the recommendations.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Memorandum of Understanding</p> |
| <p>Offer culturally relevant orientation sessions to expose students to the myriad options of various course offerings available through community college, including information about transfer, financial aid, career paths and good paying jobs. -Develop more paid internships in the field of study that students are enrolled in.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Curriculum</p> |
| <p>Modify curriculum to allow students to study in modules that enable them to earn stackable certificates while continuing to work.</p> | <p>Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020</p> | <p>Colleges and Universities</p> | <p>Curriculum</p> |

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| Provide more paid internships and job shadowing opportunities. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | Curriculum |
| <p>Provide entrepreneurial training:</p> <ul style="list-style-type: none"> -Offer more courses on how to start your own business. -Teach students what it means to be a Black entrepreneur, so they understand the basics of what's involved and what it takes to succeed in owning your own business. -Work with local colleges and youth entrepreneurial programs of local chambers of commerce and offer college credits to students who complete the entrepreneurial training courses. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | Curriculum |
| Encourage more meaningful articulation agreements at the community college level with K-12 partners focusing on curriculum, outcomes, etc. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities; K-12 | CCC Non-Outreach |
| <p>Research the relationship dynamics with Black and African American students, especially with high school and college counselors. Students frequently report receiving incomplete and sometimes inaccurate information from high school and college counselors, and even more troubling, many Black and African American students fail to keep appointments with instructors and counselors after agreeing to attend important information sessions. Documentation of contacts with Black and African American students will reinforce the importance of engagement with this audience while also providing deeper insight into lack of contact with staff and administrators as a specific barrier to success.</p> | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | CCC Non-Outreach |
| Identify and work with community college dropouts to get them re-enrolled and back on track. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | CCC Non-Outreach |
| Identify and work with foster youth programs and help them increase enrollment and college completion. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities; K-12 | CCC Non-Outreach |
| Develop and enhance programs for previously incarcerated individuals to better support their unique needs, and to ensure they are enrolled in programs that lead to careers in fields where they can be hired. | Report and Recommendations for Improving Black Student Outcomes, California Community Colleges Black and African American Advisory Panel - 2020 | Colleges and Universities | CCC Non-Outreach |