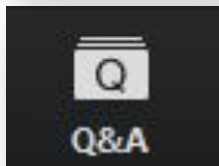


# LATINX STUDENT SUCCESS WEBINAR SERIES

Thank you for joining us, we will begin shortly.



Click the tab to read live captions.



Click this tab to enter questions for the presenters, and read their responses.

# SUPPORTING LATINX LEADERS WHILE UNDERSTANDING THE INTERSECTIONALITY OF CULTURE AND IDENTITY AS POWER INFLUENCERS

**LATINX STUDENT SUCCESS WEBINAR SERIES**  
Thurs. October 15, 2020





**Luis Chavez**  
Career Ladders Project,  
COLEGAS Founding Member

## MISSION

COLEGAS is comprised of Latinx professionals who, through intentional advocacy and coalition building, lead and influence transformative systemic change within the California Community College system. We seek to foster and empower Latinx professionals through mentorship, networking, and professional development to ascend and assume leadership roles at the highest influential levels to eradicate systems of oppression to provide opportunities and close the equity gap for Latinx students in higher education.





# SUPPORTING LATINX LEADERS: THE INTERSECTIONALITY OF CULTURE & IDENTITY

SUPPORTING LATINX LEADERS WHILE  
UNDERSTANDING THE INTERSECTIONALITY OF  
CULTURE AND IDENTITY AS POWER INFLUENCERS



a chapter of the National Community  
College Hispanic Council

Artwork by : Professor of Digital Media Arts, Stephanie Clark, Santa Ana College

## Land Acknowledgment

We, COLEGAS, begin this webinar by acknowledging our presence on the traditional, ancestral, and unceded territories of indigenous peoples throughout the state of California.

We pay our respects to the ancestors, elders, and our relations past, present, and emerging of the lands from where we all gather today.

We thank the UCLA American Indian Studies Center for providing this land acknowledgment model, and we encourage everyone joining us to continue to learn about the traditional land caretakers where your college is located and work to be in good relation with them.



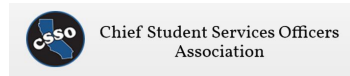
California  
Community  
Colleges



# COLEGAS Latinx Student Success | Webinar Series

Thursdays 2:30 - 4 pm PST

**COMPANER@S\*** | Latina Leadership Network Puente Project Campaign  
 for College Opportunity Ed Trust-West Career Ladders Project Los Amigos  
 HSI Leadership Network Dr. Jose Moreno Dr. Cecilia Rios-Aguilar Dr. Olga  
 Rodriguez Dr. Martha Garcia Dr. Patricia Ramos  
 \*(masculine & feminine for friends accompanying our organization)



The Education Trust-West

Academic Senate  
 for California Community Colleges  
 LEADERSHIP. EMPOWERMENT. VOICE.



a chapter of the National Community College Hispanic Council



**AUGUST 13TH**  
 COLEGAS: Latinx Solidarity  
 with Black Lives Matter!



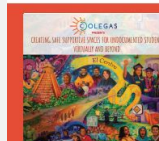
**AUGUST 27TH**  
 Using Data & Research to  
 Revolutionize Institutional Change



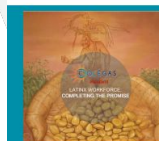
**SEPTEMBER 10TH**  
 Serving and Supporting  
 California's Latinx College  
 Students Through the Pandemic



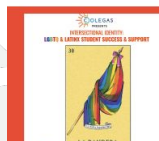
**SEPT. 17TH | SPECIAL FEATURE SESSION**  
 New Scholar Perspectives on Women of  
 Color in the workplace:  
 Exploring Women of Color



**SEPTEMBER 24TH**  
 Creating Safe and Supportive  
 Spaces for Undocumented Students  
 Virtually and Beyond



**OCTOBER 1ST**  
 Latinx Workforce:  
 Completing the promise



**OCTOBER 8TH | SPECIAL FEATURE SESSION**  
 Intersectional Identity: LGBTQ & Latinx  
 Student Success & Support



**OCTOBER 15TH**  
 Supporting Emerging Latinx Leaders: The  
 Intersectionality of Culture and Identity



**OCTOBER 29TH**  
 Adelante! Learning from Latinx  
 Student Leaders the Way Forward

# Moderators for today



**Dr. Marilyn Flores**  
Interim President  
Santa Ana College



**Dr. Martha Garcia**  
Superintendent/President  
Imperial Valley College



Santa Ana College  
**Digital Media Arts &  
 Graphic Design**  
 Student Designs



**Stephanie Clark**  
 Artist & Santa Ana College Guided Pathways Coordinator



**ARTIST BIO**

**Santa Ana College's** Digital Media Arts & Graphic Design programs and our students reflect the vibrant and diverse population of the City of Santa Ana and it's surrounding communities. In addition, some of the images shared here are student work from our Santa Ana College Mural Program led by professor Darren Hostetter in our Fine and Performing Arts Division.

Our instructors embrace the multiracial and multi-dimensional characteristics of our community, with a focus on empowerment through strong workforce skills, developing students' sense of agency, and empowering them through a variety of program focuses. [www.sac.edu](http://www.sac.edu)



# Serving & Supporting CA Latinx's College Students Through the Pandemic

## Today's Goal(s)/ Purpose:

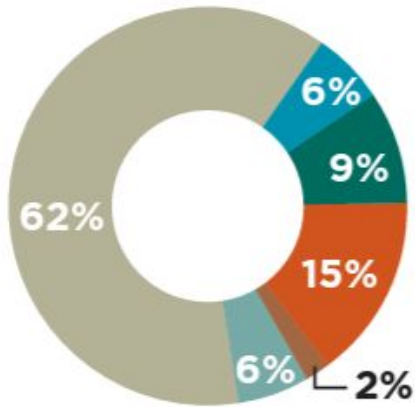
- Provide a brief overview of campus leadership data
- Engage with four distinguished Latinx leaders and learn about their intersectional identities
- Identify potential challenges, clashes or influences of intersectional identities on personal, educational and professional experiences
- Understand the intersectionality of culture and identity and how they play a role within power structures
- Gain a better understanding of how we can support emerging Latinx leaders



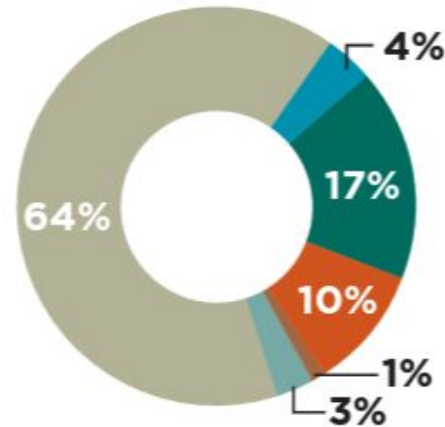
## FIGURE 1: FACULTY AND SENIOR LEADERSHIP IN CALIFORNIA PUBLIC HIGHER EDUCATION, 2016-17

Two thirds of leadership and tenured faculty positions in California public higher education are occupied by Whites

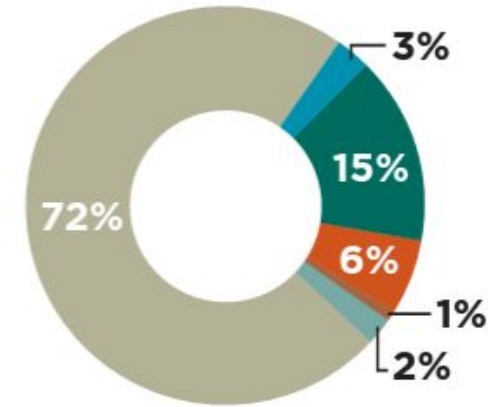
### California Community Colleges



### California State University



### University of California

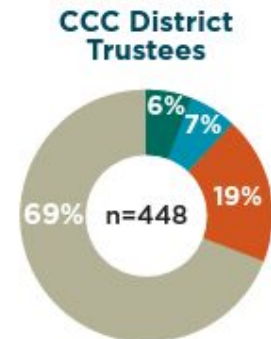
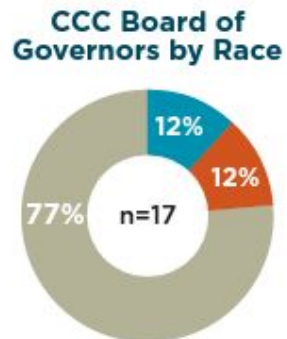
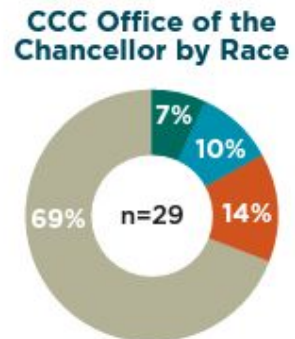
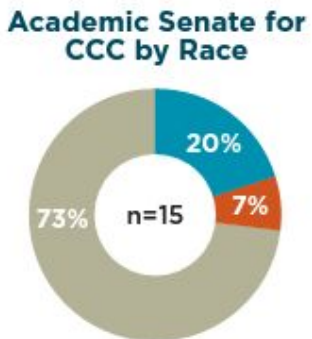
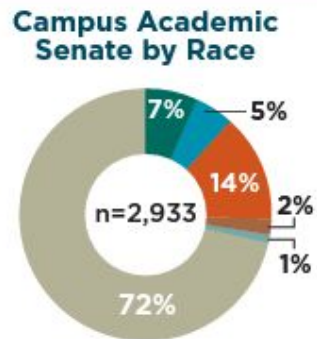
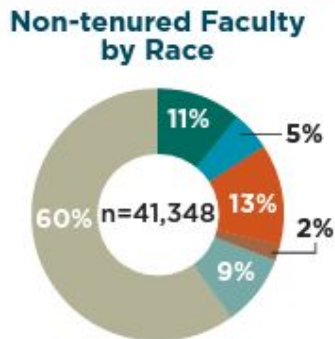
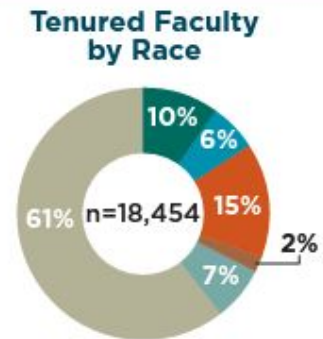
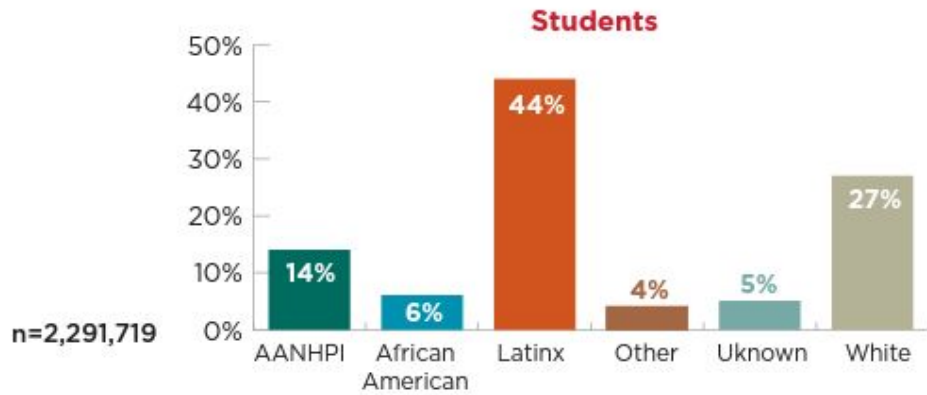


White AANHPI African American Latinx Other Unknown

Sources: UC Info Center, CSU Analytic Studies, CCCC DataMart, and individual campus websites, 2016

Data Source: *Left Out*, The Campaign for College Opportunity, March 2018

# LEADERSHIP DIVERSITY AT THE CALIFORNIA COMMUNITY COLLEGES — 2016-17



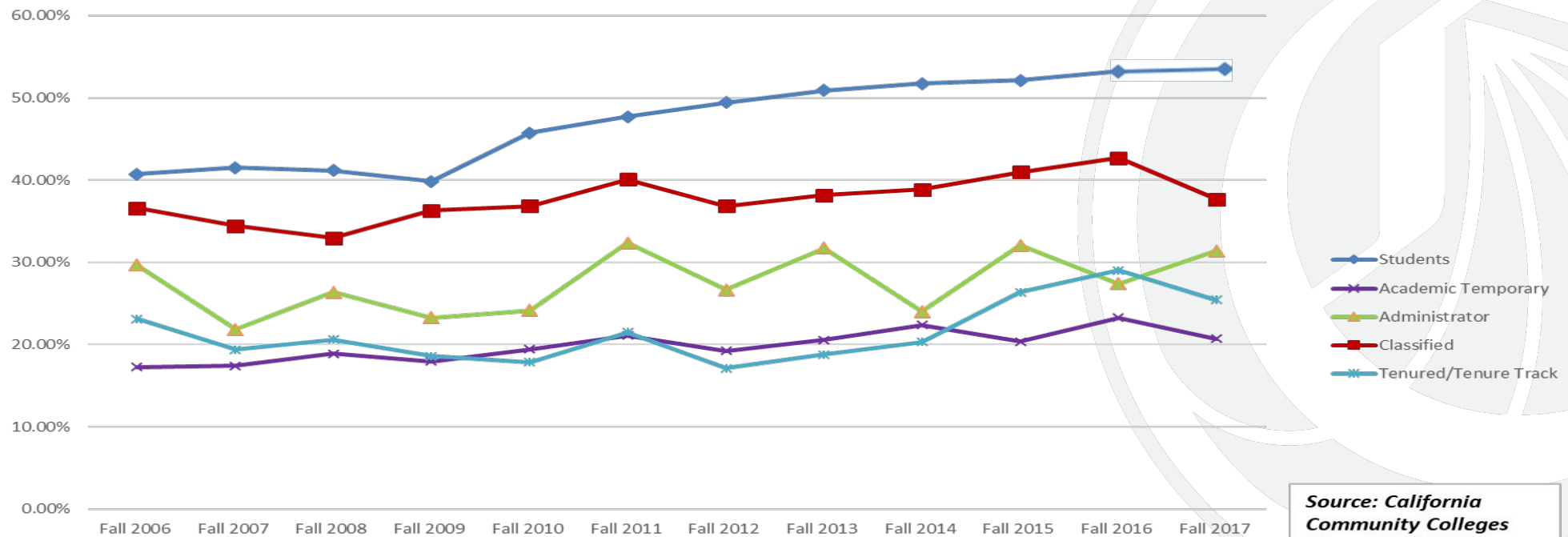
White AANHPI African American Latinx Other Unknown



Data Source: *Left Out*, The Campaign for College Opportunity, March 2018

# CCC Student Population Is More Diverse Than Employee Types

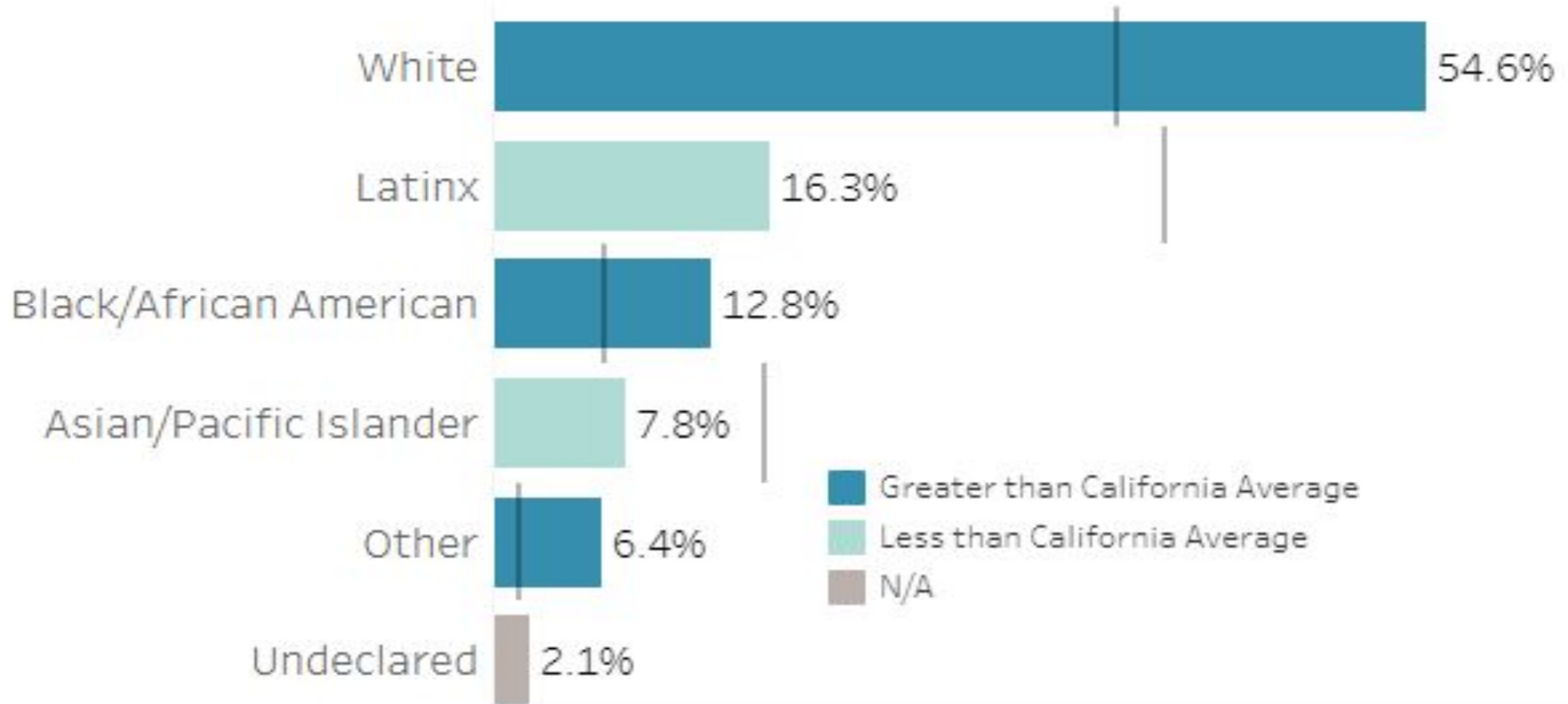
Under-Represented Minority\* Percentages by Student and Employee Types  
 First-Time Hires and First-Time Students  
 Fall Terms 2006 - 2017



\*Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander

Source: California Community Colleges Chancellor's Office, COMIS, May 2018

# CCC CEO Ethnicity Data



Source: CCLC 2019 CEO Tenure and Retention Dashboard

# Speakers for today



**Dr. Carlos O. Tuner Cortez**  
President  
San Diego Continuing  
Education



**Dr. Daisy Gonzales**  
Deputy Chancellor  
CCCCO



**Angel Reyna**  
President  
Madera Community  
College



**Dr. Angelica Garcia**  
President  
Berkeley City College

# Questions?

- Can you please briefly share about yourself and your intersectional identities?
- How has culture impacted you? What were the culture clashes you experienced growing up as a Latinx, especially as a professional?

# Dr. Carlos Cortez

President  
San Diego Continuing Education



# Intersectional Identities

## Top 5 Identities:

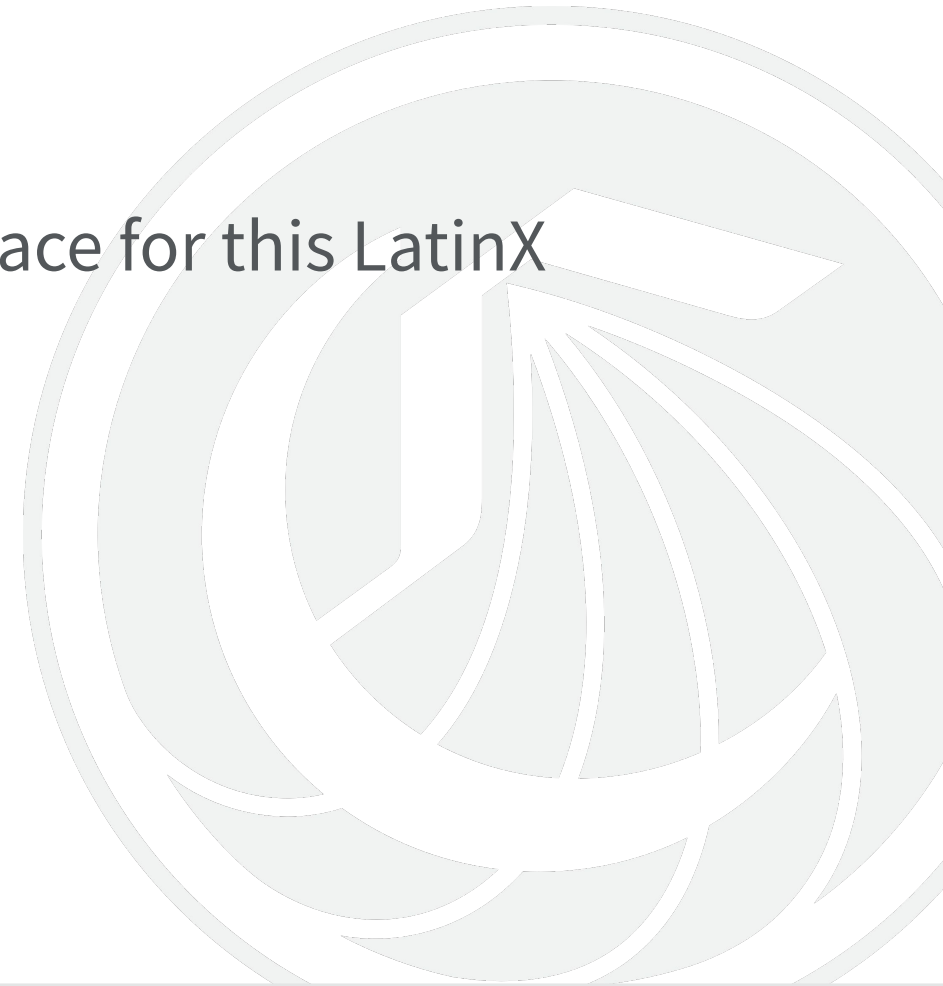
- Ethnic Identity: Puertorican LatinX
- Sexual Identity: Queer
- Gender Identity (pronouns): Nonconfirming (they/their/them)
- Religious Identity: Was Catholic -- Was Christian -- Somewhat Buddhist -- I do believe in god
- National Identity: American



# Culture

Discrimination in the school place and workplace for this LatinX professional

- Undergraduate
- Graduate student
- Young professional
- *Still* young executive



**Dr. Daisy Gonzales**  
Deputy Chancellor  
CCCCO



# Dr. Daisy Angelica Gonzales



- Immigrant parents from Zacatecas and Jalisco, Mexico.
- Foster youth in Los Angeles.
- English-learner until 4<sup>th</sup> grade.
- Community College student, Women's College graduate and PhD from UCSB.
- First Latina to serve as Deputy Chancellor of the California Community Colleges Chancellor's Office.

**Sacramento Latina  
Leaders Network**  
*Empower. Cultivate. Celebrate.*



**MAKE  
CHINGONA  
MOVES**  
@daisygonzales



The most common way  
people give up their  
power is by thinking  
they don't have any.

Alice Walker



# Angel Reyna

President  
Madera Community College



# Intersectionality



# Culture

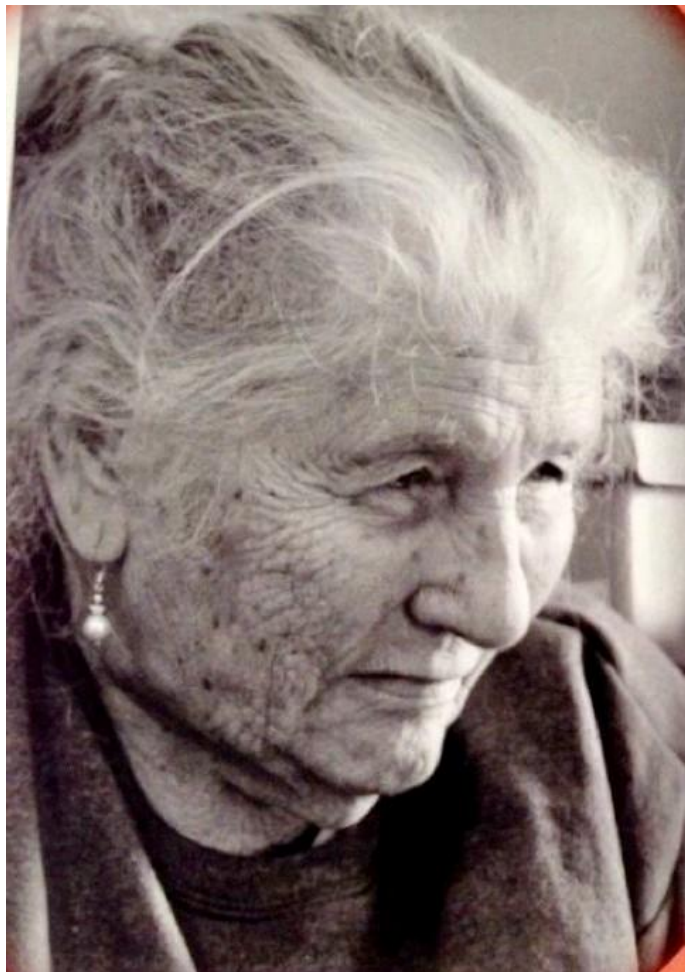


# Dr. Angelica Garcia

President  
Berkeley City College







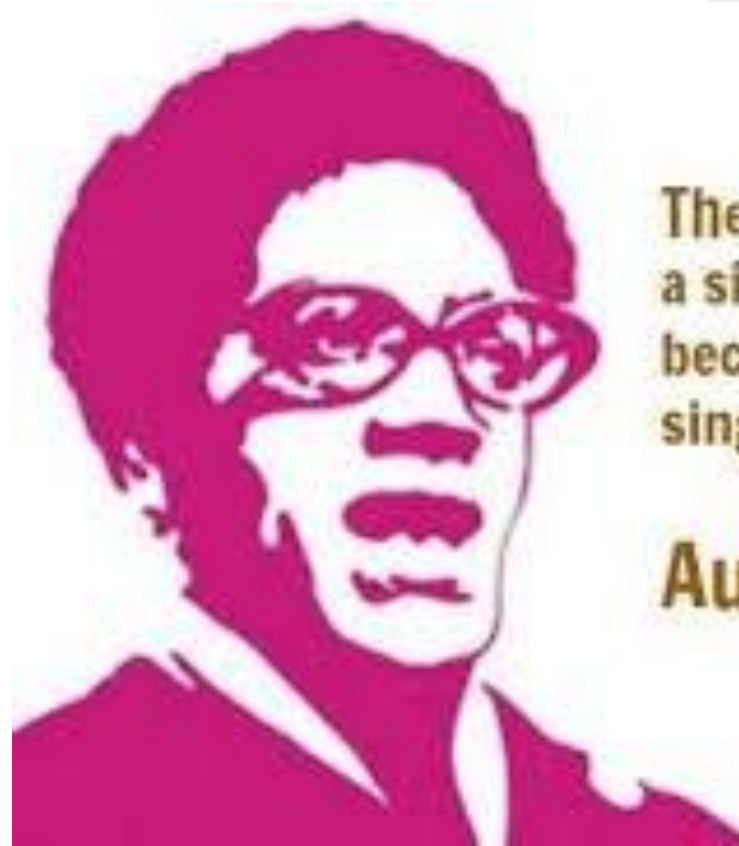
- ❖ Matriarchal Family
- ❖ Nieta de inmigrantes
- ❖ First-generation born in the U.S.
- ❖ Chicana
- ❖ Activist
- ❖ One of four siblings
- ❖ Prima
- ❖ First-generation college student
- ❖ Wife & Partner
- ❖ Mama
- ❖ First-Generational Professional

Maria Angélica Garcia



# Cultura

- Community Oriented
- Honor those who have come before me & respect those who will come after me
- Community Cultural Wealth
- Clashes exist in the power structure



**There is no such thing as a single-issue struggle because we do not live single-issue lives.**

**Audre Lorde**

# Educational



# Professional

- Ser Educada



## **Borderlands of my IDENTITY**

- College Educated
- Professional Job Opportunities
- Bi-lingual and Multi-cultural
- Authentically me

- Ser Educada

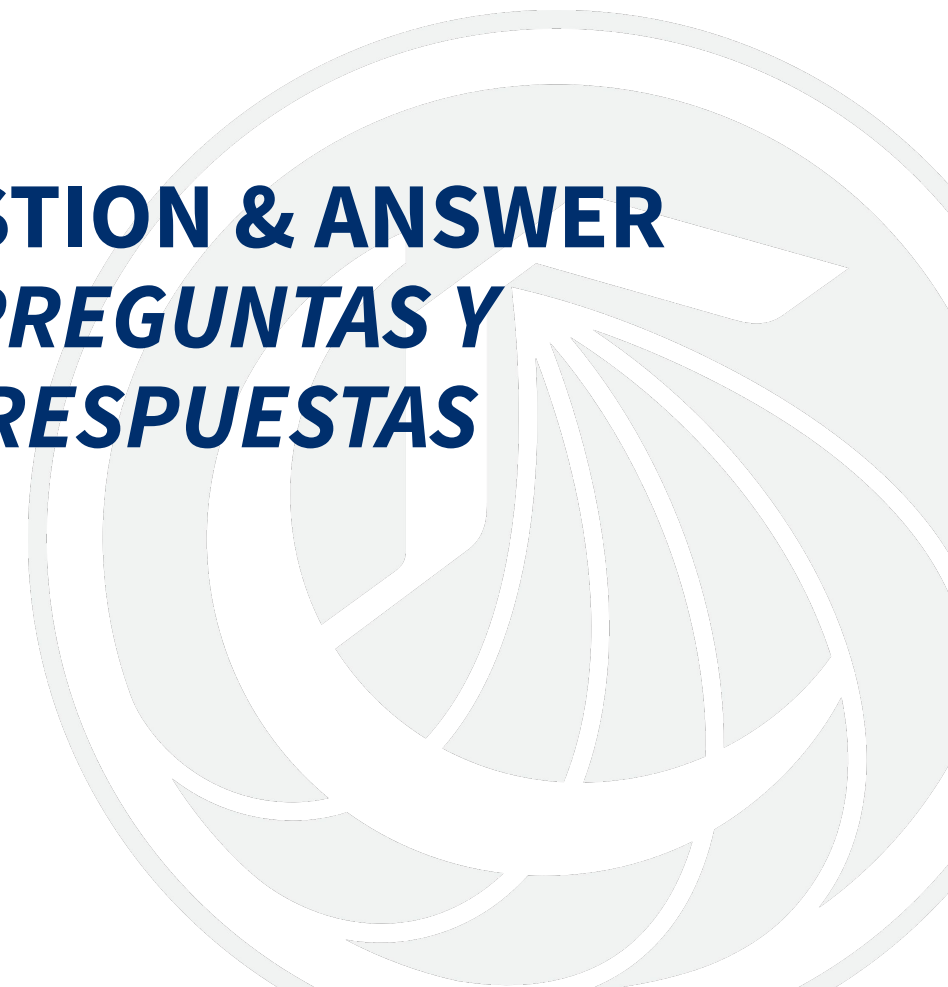


# PANEL DISCUSSION





# **QUESTION & ANSWER** ***PREGUNTAS Y*** ***RESPUESTAS***



# Where do I access this recording?

California Community Colleges faculty, staff, and administrators will find resources and information within the Vision Resource Center, including the recording of this webinar. Log in at [visionresourcecenter.cccco.edu/login](https://visionresourcecenter.cccco.edu/login).

After logging in, under the “Communities” menu, visit “All Communities” and look for “CCC | Webinars, Conferences, and Events.” Select the community and then click “Join Community” to access the content within the “COLEGAS Latinx Student Success Webinar Series” topic.



# CLP

Career  
Ladders  
Project

## MISSION

Career Ladders Project promotes equity-minded community college redesign. We collaborate with colleges and their partners to discover, develop, and disseminate effective practices. Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.



California  
Community  
Colleges



California Community Colleges Organización de Latinxs

# THANK YOU for joining us!

## We hope to see you next time:

**Oct. 29th** from **2:30 pm** to **4pm**

**Title:**

***Adelante!*** *Learning from Latinx Student Leaders the Way Forward*



@cccolegas

LET'S CONNECT!



[cccolegas.org](http://cccolegas.org)

[connect@cccolegas.org](mailto:connect@cccolegas.org)