A look into systemic issues at Skyline College

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--- Equity Training Series ---

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Welcome! + Meet Your Presenters

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The Why?

STEM (Science Technology Engineering and Math) historically has had a bit of a reputation...

A few of the aspects we wanted to start exploring is:

- Gender dynamics and the role it plays in our different community networks, and specifically in STEM.

- Other groups in our community that have faced barriers due to their race, abilities, and faith.
“Before the global pandemic, my experience in the educational institution felt different based on my amount of effort and reflection I put into my education. I received a good amount of support when I was succeeding in my classes and little to none when I was not. At this point in my education, I feel it was the lack of personal responsibility that delayed my progress on my end but I believe I am not the only one with this problem. Based on my experiences, avoidance behavior exhibited by some of the faculty members suggests any consideration of a student's academic performance on account of their race. I believe reminders of student expectations taking a course and acts of encouragement outside of the classroom go a long way in creating an inclusive environment the promotes the well-flourishing of all individuals and not just top performers. It is my belief that we all have a role to play in the discovering and creation of new knowledge.

In a virtual online setting, microaggressions have not been as prominent. I do not believe, however, it is because it disappeared. There are fewer opportunities to express that I am a person of color in an academic institution and STEM that is rooted in white supremacy. This could be because an online classroom setting differs greatly from an in-person setting. I cannot spontaneously hold conversations with other individuals who happen to be taking the same class as me. I feel more disconnected from others because all I see are black screens, but I can empathize with technological issues and the lack of a real study space.”

- Former Skyline STEM Student
The How - Some Projects We Are Starting With

● Project segments + outcomes
  ○ (Social) Science in Action
  ○ Padawan Recruitment
  ○ Climate Study

● Future projects
  ○ Focus Groups
  ○ Dialogue Spaces
  ○ PD For STEM Faculty
  ○ Work on the STEM ‘JEDI’ Path w/ Padawans
- Science in Action Presentation May 4th
  - Weekly series that brings in Guest Speakers to highlight their academic pathway and current work in Industry, Research or Higher-Ed.
  - Past speakers included Alumni, Local Intern Seeking Companies, Technology and BioTech Experts, Faculty and Student Programs
  - The topics vary and are geared not only towards science, but the entire college experience, so non-science students are encouraged to attend.
  - Science in Action abstract
- Climate Survey
Science in action - Exploring the 'JEDI Way' in STEM

- Interactive engagement
  - Word clouds
  - Surveys
  - Padlet
- Community Present (~40 participants)
  - Students
  - Faculty
  - Equity Scholar Mentors
  - STEM Dean
- Recruitment for Fall 2021

https://docs.google.com/presentation/d/1m9-zbZXOv4Xw9sxW-iuv7taS8WtY8aYPEWQfbJ_N920/edit?usp=sharing
Poll 1: What are Microaggressions (aka Mosquito Bites)
https://PollEv.com/surveys/THizfkHeGTmvkStRmfQdW/respond

Poll 2: What Mosquito Bites have we experienced?
https://PollEv.com/surveys/LCqBVnunpu4lCWhZ3zkRo/respond
Padlet - Microaggressions in STEM

Students posted examples of microaggressions they witnessed or experienced
Science in Action - Reception + Immediate Outcomes

- **Members of the community spoke up**
  - Students and faculty shared their concerns
  - STEM Dean (Carla Grandy) reached out
    - Followed up with one of our students who spoke up

- **Some Feedback Below:**
  - “This is a bit of an eye opener. That video helps”
  - “I work in the medical/health field and the most common thing I've seen is that when a female physician is more assertive, patient's tend to call them the "B word" but if a male physician is assertive then he is given respect for being decisive/authoritative.”
  - “People need to speak up when they feel or see this negative actions. People can’t be passive as they wont help the issue, they only allow it to get worse.”
Climate Survey for students in STEM division

- **Survey Details**
  - Brief (11 MC, 3 optional FR questions)
  - Anonymous
  - Asked around for and brainstormed question ideas

- **Survey of Equity Climate for students in Skyline's STEM Division**

- **Survey Results**
**Climate Survey for students in STEM Division**

Survey of Gender Equity Climate in Skyline's STEM Division

- 18 respondents
  - Still open
- SiA attendees
- Representative sample?

In the space provided, please give your preferred gender pronouns.

- she/they: 5.6%
- he/him/his: 27.8%
- she/her: 33.3%
- unknown: 33.3%
Climate Survey for Students in STEM Division

Survey of Gender Equity Climate in Skyline's STEM Division

When a class assignment uses English words that I do not understand, my instructor(s) are always able to find sensible alternate words that explain the assignment to my satisfaction

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

15 responses

I am frequently excluded from study and/or lab groups because of my ethnicity, race, gender, documentation status, physical disability, or LGBTQI status

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

13 responses

Survey Results
The NExt – future work

This is only the beginning! We aim to continue this work in upcoming semesters.

- Comprehensive Climate Survey
  - External Evaluator
- Recruit students (Padawans) for JEDI Work
  - A first draft of Conduct of Care for our laboratory/class spaces.
  - Workshops on Implicit Bias and Allyship
- Focus Group + Listening Spaces
  - Highlighting experiences of students in STEM
- Professional Development for STEM Faculty
- Looking for Funding!!!
The NExt - Thoughts To Consider

Some bits to keep in mind as we move forward. (General Feedback we’ve received)

● STEM Community needs a listening and healing space
  ○ Not tied to a group or presentation series
  ○ Make Science Human Again

● How to foster a space for courageous conversations to confront the STEM Diversity and Inclusion Disparity?

● Your suggestions? :)

Thank you!

When a flower doesn’t bloom you fix the environment in which it grows, not the flower.