



**Scenario 1: Peer Team Meeting**

Presume you are at your current college in your current role. After attending an AACC pathways institute, you return to your college and ask the institutional research office for research on the wage outcomes for graduates from the six CTE/health care programs with the largest enrollment – disaggregated by race/ethnicity and family income -- and receive the following data table:

	Early Childhood Ed.	Diesel Mechanics	Culinary Arts	Nursing	Cosmetology	Physical Therapy
Demographics						
Black/ African American	32%	24%	31%	11%	41%	11%
Hispanic	31%	22%	45%	15%	35%	12%
Asian	17%	23%	10%	28%	15%	26%
White	20%	31%	14%	46%	9%	51%
Avg. Annual Wages	\$28K	\$45K	\$35K	\$68K	\$34K	\$58K

**Discussion:**

- What jumps out at you from this table?
- How are these data relevant to your work in guided pathways?
- How would you make the case that the disparities apparent in these data matter?
  - If you are VP for academics, an academic dean, or a faculty member, assume you are speaking to faculty.
  - If you are a president, assume you are speaking to the cabinet
  - If you are a VP or dean for student services, or an advisor, assume you are speaking to advisors.
  - If you are a board member, assume you are speaking to the board and president at a board meeting
- How do you imagine the conversation with your peers would need to be different for other audiences (consider others in this room but not at your table)?



## Equity Case-Making Plenary

Friday, June 23, 2017

9:00 – 10:15 AM

### Scenario 2: Transfer Partner Meeting

Presume you are at your current college in your current role. After attending an AACC pathways institute, you return to your college and ask the institutional research office for data on transfer students. You find out that, of your students who intend to transfer to a four year university, 33% make the leap, which is about the national average. Among students who transfer to a four-year institution, you receive the following two data tables.

*Bachelor's attainment rates at the top three transfer destinations  
(within 6 years of entering the community college)*

	South State College	Central University	Northern College (For Profit)
Black/African American Transfers	17%	41%	6%
Hispanic Transfers	15%	45%	9%
Asian Transfers	46%	42%	22%
White Transfers	62%	40%	25%

	South State College	Central University	Northern College (For Profit)
Total enrollment	40,000	2,500	100,000
Total number of transfer students from your institution	150	300	1,000
Overall graduation Rate (native + transfer students)	75%	55%	32%

### Discussion: Imagine you are planning to meet with your counterpart at the four-year institutions above.

- What jumps out at you from these tables?
- With the goal of improving transfer outcomes, which universities would you choose to approach?
- How would you make the case for partnering with peers at universities to improve these outcomes?
- How do you imagine the conversation with your peers would need to be different for other audiences (consider others in this room but not at your table)?