

### **Culturally Responsive Programming and Learning Communities**

In alignment with statewide best practices, CHC is exploring the development and expansion of culturally responsive learning communities for African American/Black and Hispanic/Latinx students. These will be designed to build strong, affirming on campus communities. These programs focus on fostering academic success, leadership development, and personal growth, all within a supportive environment that honors students' cultural identities and lived experiences.

### **Marketing and Communication Strategies**

Crafton Hills College will continue to leverage culturally relevant marketing and communications to ensure that our materials, campaigns, and outreach reflect the diversity of our student body. Marketing efforts will include multilingual materials, inclusive imagery, storytelling that highlights the achievements of diverse alumni, and promotional campaigns tied to cultural heritage months and celebrations.

### **Creating a Sense of Belonging**

Central to these efforts is the intentional creation of a campus climate where every student feels a deep sense of belonging. The college is planning and hosting regular oncampus events that celebrate African American/Black and Hispanic/Latinx heritage, including cultural festivals, guest speaker series, panel discussions, and recognition ceremonies. These events will not only recognize students' cultural backgrounds but will also provide direct access to college resources such as financial aid, counseling, and transfer services.

Additionally, the establishment of a Multicultural Center is a key part of this strategy. This center will serve as a welcoming hub for all students, offering a space for cultural exploration, community-building activities, academic support, and leadership development.

By intertwining targeted outreach, culturally relevant marketing, strategic community partnerships, and intentional efforts to build a keen sense of belonging, Crafton Hills College reaffirms its commitment to being an inclusive and equity-centered institution where all students can thrive.

## **Curriculum, Instructional, and Student Support-Based Strategies**

Crafton Hills College (CHC) is committed to embedding equity and inclusion into every aspect of the student academic experience, from curriculum design to instructional delivery and comprehensive student support services. This theme reflects an intentional and holistic approach to closing equity gaps and fostering an environment where all students can thrive.

### **Curriculum and Instructional Innovations:**

The college has initiated a systematic review of curriculum with a focus on integrating equity-minded practices into all course outlines. Faculty are encouraged to intentionally design courses that reflect diverse perspectives, reduce barriers to success, and create

inclusive learning environments. A major highlight of these efforts is the expansion of Ethnic Studies offerings, including new African American/Black Studies courses, which provide students the opportunity to explore, celebrate, and critically engage with their own and others' cultural heritages through an academic lens.

Instructional support has also been strategically enhanced through the deployment of embedded tutors and supplemental instruction in gateway and high-enrollment courses, particularly those with a significant representation of African American/Black and Hispanic/Latinx students. These academic interventions are aimed at providing students with timely and targeted assistance to improve course success rates and persistence.

### **Targeted Student Support Services:**

Faculty and staff actively use Starfish to identify students at key academic milestones and connect them with critical campus resources, including counseling, and tutoring. The College Library has expanded its collection to include culturally relevant research resources and now offers 24/7 librarian support, ensuring that students have continuous access to academic help whenever they need it.

### **Redesigned Counseling and Completion Support:**

In a bold reimagining of its counseling services, CHC has implemented a redesigned counseling model that aligns support with students' progress toward their educational goals. This model emphasizes initiative-taking engagement and deeper relationship-building through the integration of newly hired Completion Coaches. These coaches work closely with students to offer personalized academic planning, motivation, and connections to campus and community resources, with special attention given to historically marginalized populations.

### **Institutional Commitment to Equity and Inclusion:**

Recognizing that sustainable change requires systemic alignment, CHC has embedded Diversity, Equity, and Inclusion (DEI) principles into all major institutional processes, including program review, curriculum review, faculty evaluation, and the student learning outcomes (SLO) assessment cycle. This ensures that equity is not a peripheral initiative but a core standard by which the college measures the quality and effectiveness of its academic and student services programs.

Through these coordinated efforts, Crafton Hills College is not only advancing academic excellence but also fostering a community of belonging, support, and empowerment for all students—particularly those from historically underrepresented groups.