

# Ranked Recommendations from Men-of-Color Interviews

Annual Planning Forum

Fall 2025

Rank	Recommendation	Groups Voted
1	Strengthen Community and Belonging for Men of Color	5
1	Encourage Active and Inclusive Pedagogy	5
2	Increase Accessibility of Mental Health Resources	4
2	Support Career Development and Exploration for Men of Color	4
3	Increase Dual Enrollment Opportunities for Men of Color	2
3	Strengthen Outreach to Local High Schools	2
3	Provide Clear and Constructive Feedback	2
4	Utilize Motivational Interviewing in Counseling	1
4	Expand Career Services with Industry Partnerships	1
4	Ensure Men of Color are Informed of College Initiative	1
5	Increase the Representation of Educators of Color at GC	0
5	Promote Holistic Support for Student-Athletes Beyond Sport	0
5	Targeted Outreach for Veterans of Color	0
5	Align Programs for Men of Color with the Elements of High-Impact MMIs	0

# Strategies to Advance Recommendations

## Strengthen Community and Belonging for Men of Color

- Welcome students by name to foster recognition and value.
- Create a symbolic logo (ally sticker, art contest with student collaboration).
- Collaborate with programs (A2MEND, Umoja, Puente, Dream Center, etc.) to identify leaders.
- Improve food access and affordability on campus.
- Establish discipline-level cohorts and peer mentoring.
- Expand orientation opportunities for students and families.
- Increase visibility of “The Village” and student clubs.

## Encourage Active and Inclusive Pedagogy

- Make inclusive pedagogy a convocation focus with follow-ups.
- Train faculty in cultural humility and active learning.
- Provide CE credit for training on high-impact practices.
- Create a Center for Teaching Innovation.
- Showcase departments already practicing inclusivity.
- Bring community leaders/entrepreneurs onto campus.
- Expand participation in Faculty Equity & Innovation Institute and Equity Summer Institute.

## Increase Accessibility of Mental Health Resources

- Normalize help-seeking through messaging/marketing.
- Integrate counseling into support courses.
- Host proactive listening circles and barbershop talks.
- Create a designated mental health space.
- Ensure staffing to handle crisis visits and calls.

## **Support Career Development and Exploration for Men of Color**

- Map core course skills to workplace skills.
- Embed Career Services and Pathways into classrooms.
- Promote job boards and paid internships.
- Increase intentional outreach to MOC.
- Use career questionnaires in CCC Apply/Self-Service to inform outreach.
- Align guidance with majors popular among MOC.
- Integrate career exploration into campus culture.

## **Increase Dual Enrollment Opportunities for Men of Color**

- Expand dual enrollment courses (including online).
- Provide after-hours tutoring at high schools.
- Offer workshops for parents on dual enrollment value.
- Ensure more faculty (including adjuncts) teach dual enrollment.
- Target outreach to undecided students to experience college early.

## **Strengthen Outreach to Local High Schools**

- Expand campus program visits to high schools.
- Appoint a college liaison to coordinate outreach.
- Increase CTE program participation in career fairs/pathways.

## **Provide Clear and Constructive Feedback**

- Use exemplars, rubrics, and modeled assignments.
- Incorporate video/audio feedback in Canvas.
- Provide demonstrations and offer extra credit for office hours.
- Train faculty in real-time feedback methods.
- Integrate peer review and “intrusive interactions” for check-ins.

## **Utilize Motivational Interviewing in Counseling**

- Train staff and faculty in motivational interviewing.

- Increase welcoming, culturally representative office environments.

### **Expand Career Services with Industry Partnerships**

- Develop partnerships for career re-entry, especially for veterans and service members.

### **Ensure Men of Color are Informed of College Initiatives**

- Provide holistic communication on career opportunities, with attention to veterans and service members.