

- No LGBTQ Center or study program
- Rarely there are events for highlighting LGBTQ studies
- The lack of services is do to how the nature of RCC
- No dialogue on interracionalities of student identities
- No LGBTQ clubs or organizations
- No visible safe areas on campus
- Website is not overly welcoming
- Any LGBTQ graffiti is noticeable



### Agenda

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- Case study activity
- About Roxbury Community College (RCC)
- Mission statement
- Academics
- Student, faculty/staff demographics
- Environmental perspectives
- Student groups analyzed
- Conclusions

### Case Study Overview

Start with RCC in terms of providing a program which will help her meet the career goal of becoming a nurse practitioner.

### Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning (LGBTQ) Students

- No LGBTQ Center, clubs, organizations, or academics
- Limited visibility of LGBTQ culture on campus
- Lack of dialogue on interracionalities of student identities
- LGBTQ students may feel unwelcome on campus

### Established Strategic Plan Goals

1. Provide students with effective learning experience
2. Enhance partnerships to facilitate students success and increase meaningful collaborations with the community
3. Improve teaching, learning and student support by increasing number of students, staff and faculty using technology
4. Support students in identifying, formulating, and accomplishing their learning, career, and personal goals.
5. Foster an institutional culture that encourages reflective practice, innovation, and efficiencies, and that supports faculty and staff, individually and collectively, to help students succeed

### Mission Statement

"Comprehensive, urban, student-centered open access community"  
 "Primary mission of the college is to serve the needs of the diverse Greater Roxbury area and the surrounding lower metropolitan communities"  
 "Offer quality open-access, workforce development, and higher education learning opportunities"  
 "Create excellent careers and careers, providing its students a solid foundation for college transfer, employment, professional advancement, personal enrichment, and lifelong learning."

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### Case Study Q&A

- What problems with the campus ecology do you observe from hearing about the case study?
- What is different about this admissions tour than at a four year institution?
- What do you think the administrator could have done differently to help Sarah attain her educational goals?

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### Students with Disabilities

- Center for Student Success
- Accommodations are individualized and flexible
- High School Program
- Physical layout could be more conducive to those with physical disabilities
- No student support group
- Difficult to find information about the Learning Center and Writing Center

### Suggestions for RCC

To create a more inclusive environment for student groups on campus we suggest:

- Awareness and training of safe zones on campus
- Offer programs on interracionality
- Create identity specific clubs
- Student population would benefit from a more welcoming environment
- Increase academic and student life support services
- Improve faculty-student interaction

### Roxbury Community College (RCC)

- Established in 1971
- One of its campuses owned and operated by the Massachusetts Community College System (MCCS)
- Currently serves 2,701 undergraduate students
- President Valerie R. Robinson
- Board of Trustees is composed of eleven business and civic leaders appointed by the Governor of Massachusetts, two alumni, and one student representative (elected each year)

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### Physical Environment

- Located in the land locked Roxbury, MA
- Campus is on Columbus Avenue (Route 28)
- Directly across Route 28 from the Orange Line of the MBTA
- Composed of two clearly isolated buildings
- Run down appearance, with graffiti visible around campus
- More students activity on campus during the day, than at night
- "I hope we may not have follow-down our rights of society at RCC the other day"

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### First Generation, Low Income Students

- Community colleges attract this population due to ease of access
- Incentive for inclusive campus stated on website
- Faculty members develop inclusive and responsive curriculum
- Dual enrollment program
- Participation in Achieving the Dream initiative
- Underrepresented populations of students must be targeted with specific program for success

### Closing Activity

Now that you have learned more about Roxbury Community College:

- Do you have any other suggestions for how RCC may improve responses for our student population?
- What stood out most to you about the campus ecology?

### School racial demographics

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### Aggregate Environment

- Campus culture does not encourage the identity development of students
- Lacking in student services, clubs, and organizations
- Students may be drawn by athletics (specifically the men's basketball team)
- "I mean telling me to go to RCC sounds stupid. And I tell her I can't leave my Asian... she just started at me" @brodytr
- "My brother told me I was going to Roxbury Community College. I..."

### Ethnic & Racial Minority Students

- RCC convenient for this group as it is located in a diverse area of Boston, directly on public transportation
- One of the largest minority-serving institutions in the Northeast (Funds, 1991)
- Student population predominantly non-white
- RCC serves for a sense of inclusivity
- There are a handful of organizations on campus that support diversity, however their goals and purpose are unclear
- RCC established a Multicultural Student Institute. Its activity is unclear and is not mentioned again in RCC's new strategic plan.

### Questions?

### Academics

- Accredited by the New England Association of Schools and Colleges and the National League for Nursing Accrediting Commission
- Commission on Dual Enrollment Program (CDEP)
- CDEP Program
- Associates degrees with transfer option
- Certificate programs
- Retention Rate: 54%
- Graduation Rate: 18%
- Percent of undergraduate enrollment over the age of 25: 0.38%

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### Organizational Environment

- Serves as a vocational school, rather than providing an environment for both personal and professional development
- Emphasis is on students coming to campus for class, then leaving
- Limited funding gives students little access support staff
- Internal infrastructure is confusing (questionnaire not easily navigable)
- "Visit the RCC Facebook page every Tuesday from 11:00-1:00 P.M. answer our most question in the comment tab to win a \$500 gift card!" @RCC

### Conclusions

- Underrepresented groups continue to face difficulties at community colleges on a national level
- Socio-psychological climate of campus predictor of student success, retention, and satisfaction
- Access to diverse student body, administration, and staff, however not geographically diverse
- Organizational and aggregate support of LGBTQ students and those with disabilities lacking

### Campus Map

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### Constructed Environment

- Traditionally underrepresented students are attracted to RCC because it reflects the communities they come from
- Contrary campus which does not easily allow for student involvement given its campus responsibilities
- "Don't us tomorrow for The Brotherhood Initiative Discussion: Black Men in America - Is the American Dream the Black Men's Highground?"
- Having a female African-American president, like Valerie Robinson, inspires minority students
- President works in tandem with board of trustee
- Recently appointed white board chair has caused controversy

### RCC Strategic Plan

- Mission statement has not changed
- Values are the same
- Aim to hire more diverse faculty members
- Does not promote newly created multicultural institute

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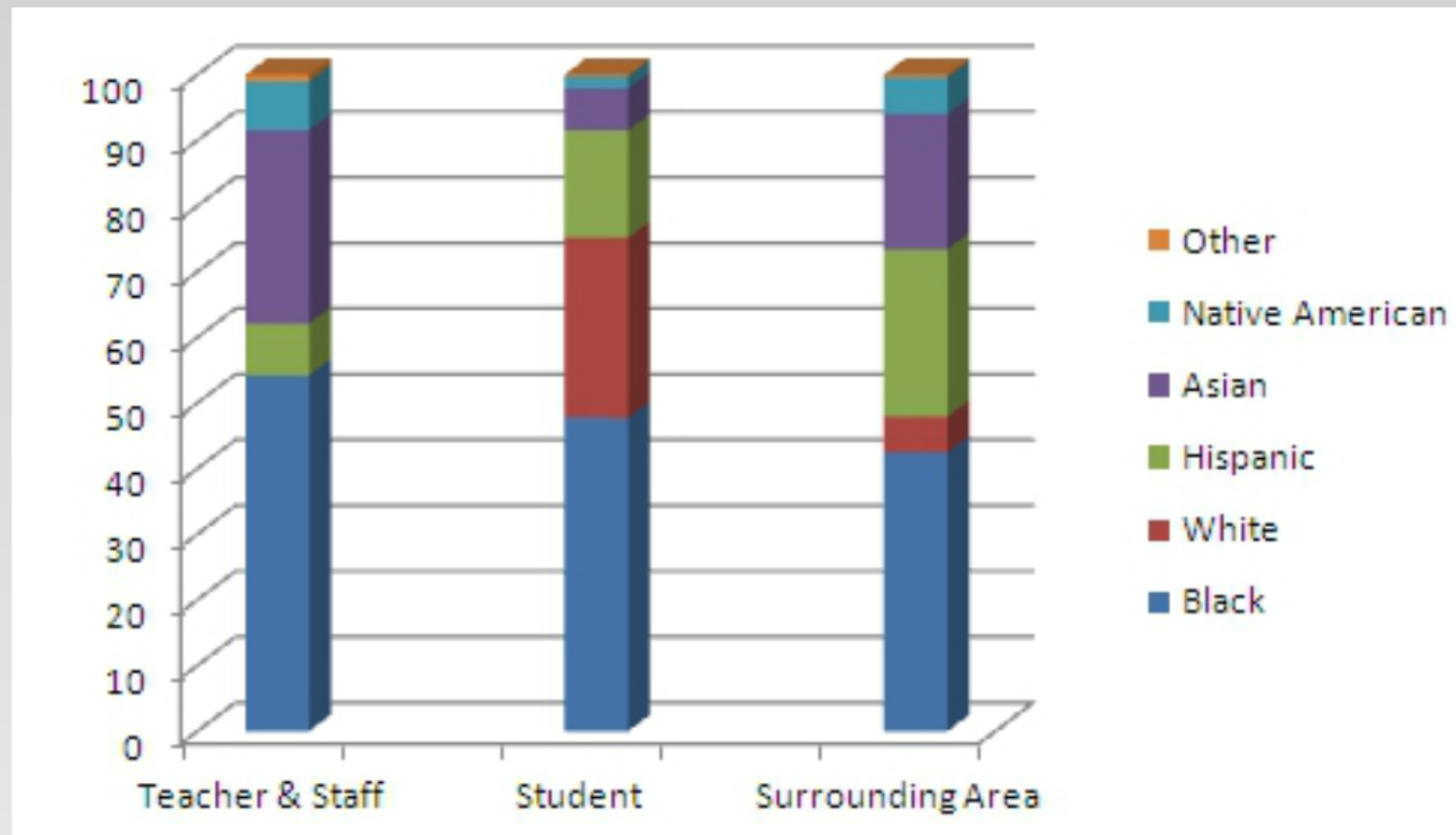
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## School racial demographics

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- GED Program
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- Certificate programs
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- Graduation Rate: 9%
- Percent of undergraduate enrollment over the age of 25: 0.58%

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Campus Map

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*"I may or may not have fallen down two flights of stairs at RCC the other day."*

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