

CTE CoLab

Advancing Racial Equity in Hybrid and Online CTE Programs: Knowledge for Action

March 9, 2023

11:30am-1:30pm ET



The Career and Technical Education CoLab (CTE CoLab) aims to reduce disparities in academic and career outcomes for students of color—especially students who are Black, Latinx, or Indigenous—enrolled in credit-bearing online postsecondary CTE programs.

<https://ctecolab.org/>



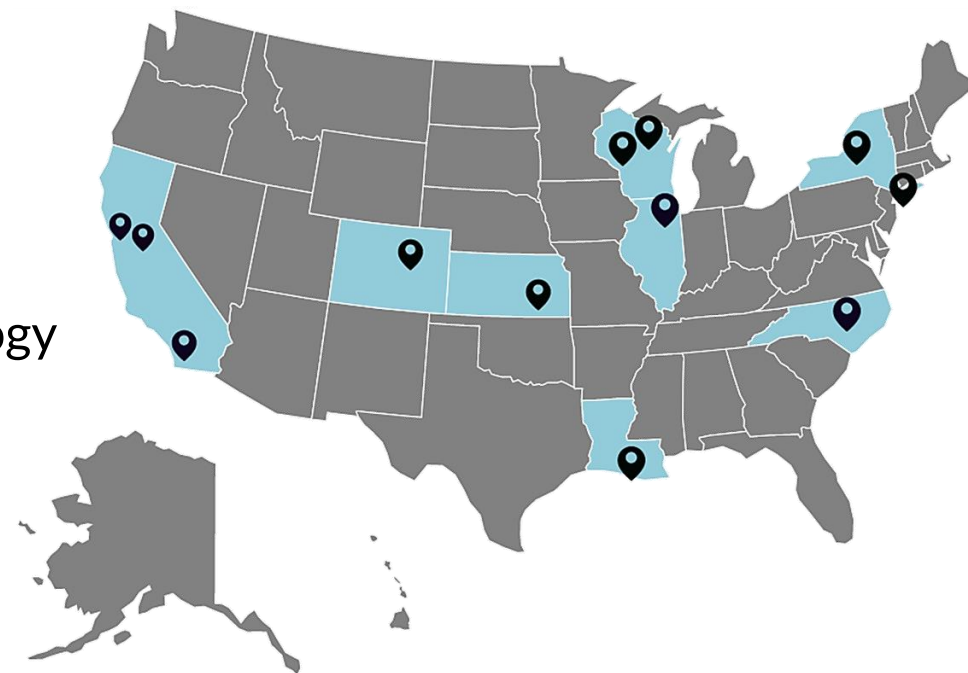
CTE CoLab partners



Funded by ECMC Foundation

CTE CoLab College Community of Practice

- **Chippewa Valley Technical College**, IT Software Developer
- **Community College of Aurora**, Early Childhood Education
- **CUNY Kingsborough Community College**, Criminal Justice
- **Diablo Valley College**, Art Digital Media
- **Fletcher Technical Community College**, Machine Tool Technology
- **Modesto Junior College**, Child Development
- **Mt. San Jacinto College**, Water Technology
- **Nicolet College**, Business Management
- **Onondaga Community College**, Health Information Technology
- **Olive-Harvey College**, Cannabis Education
- **Wake Technical Community College**, Network Management
- **WSU Tech**, Machining Technology



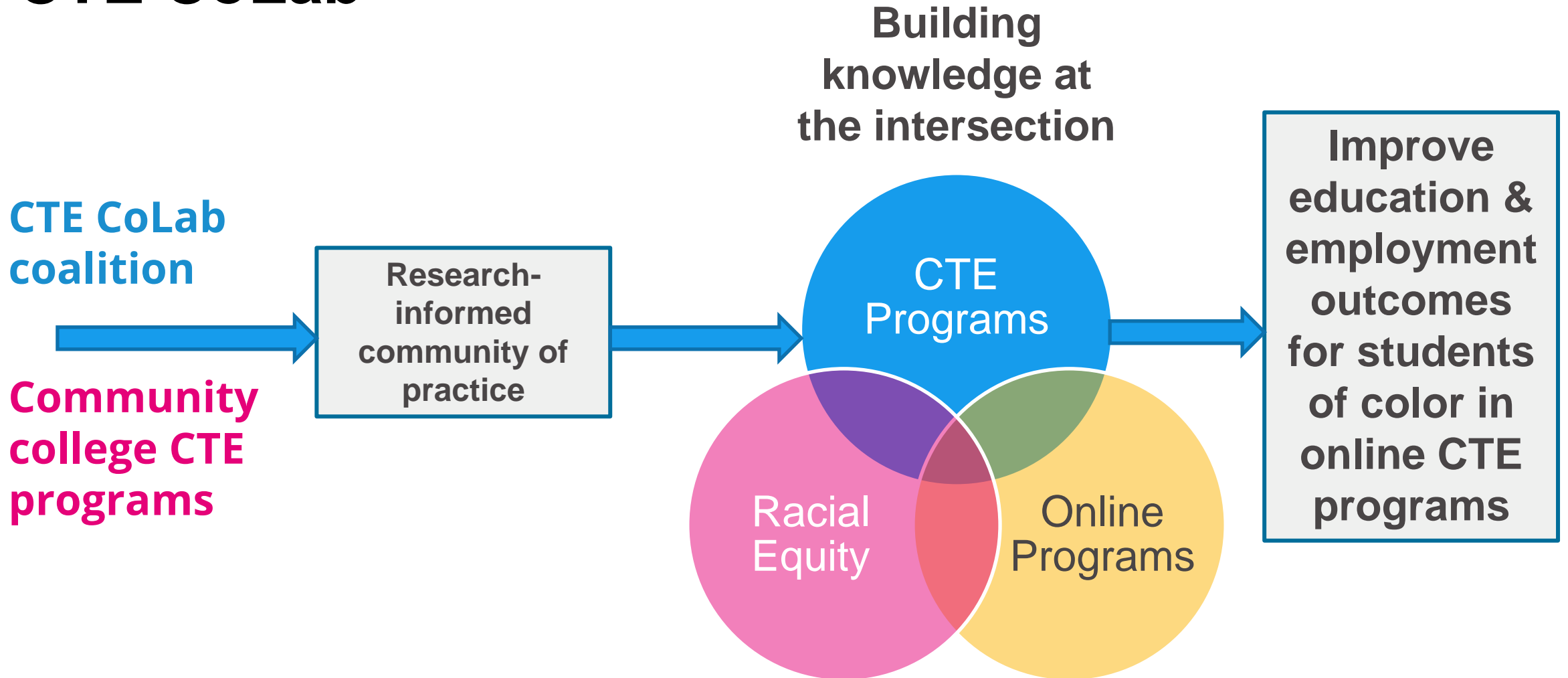
Motivation for this work

- Community and technical college certificates and degrees result in **positive labor market** returns.
- CTE students are **more likely** than all students in community and technical colleges to be Black or Latinx.
- There are **disparities** in degree completion, job attainment, and earnings for Black and Latinx CTE students. These disparities are **larger** among online learners.
- These disparities result from **structural racism** and **systemic and institutional barriers** that persist today.

The Need to focus on Online and Hybrid

- Pandemic **accelerated the trend** toward **online and hybrid** that was already underway
 - “This idea that a student is either online or in person is no more. Post-COVID, our students are both. They use online as a modality of convenience, to balance their lives with their work schedules.” – President Madeline Pumariega, Miami Dade College
- As CTE programs increasingly move online and learners opt for online education, it is especially important to adopt **intentional strategies** to address gaps and root causes of disparities to advance racial equity.

CTE CoLab



RACIAL EQUITY IS BOTH AN OUTCOME AND A PROCESS

We achieve racial equity when:

- Race no longer determines one's socioeconomic outcomes, and everyone has what they need to thrive
- Those most impacted by structural racial inequities are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives
- We engage in a continuous process of eliminating disparities through intentional work to change policies, practices, systems, and structures, prioritizing measurable change in the lives of people of color.

CTE CoLab Framework

Equity Implementation Areas

Online
Classroom

Program

Institution

Overarching Racial &
Ethnic Equity Practices

Student Supports &
Engagement

Curriculum Design &
Delivery

Pathways to Further
Education & Employment

Equity Action Planning Process

April 2021

*July –
September
2021*

*October –
November
2021*

*December
2021 –
January 2022*

*January 2022 –
March 2023*

**RFP
Application:
Set initial
goals**

**Activity 1:
Revisit
application
goals**

**Activity 2:
Complete
Equity
Practices
Assessment**

**Activity 3:
Develop/
refine the
Equity Action
Plan**

**Activity 4:
Plan for
sustainability**