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

CTE CoLab coalition

Community college CTE programs

Research-informed community of practice

Building knowledge at the intersection

CTE Programs

Racial Equity

Online Programs

Improve education & employment outcomes for students of color in online CTE programs
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

Institution

Program

Online Classroom

Equity Implementation Areas

- Overarching Racial & Ethnic Equity Practices
- Student Supports & Engagement
- Curriculum Design & Delivery
- Pathways to Further Education & Employment
Equity Action Planning Process

**April 2021**
- RFP Application: Set initial goals

**July – September 2021**
- Activity 1: Revisit application goals

**October – November 2021**
- Activity 2: Complete Equity Practices Assessment

**December 2021 – January 2022**
- Activity 3: Develop/refine the Equity Action Plan

**January 2022 – March 2023**
- Activity 4: Plan for sustainability