Cutting the Curb: *Creating a Culture of Accessibility to Improve Success for all Learners*

OACC SSLI

Chris Prokes, Sinclair Community College

September 15, 2023

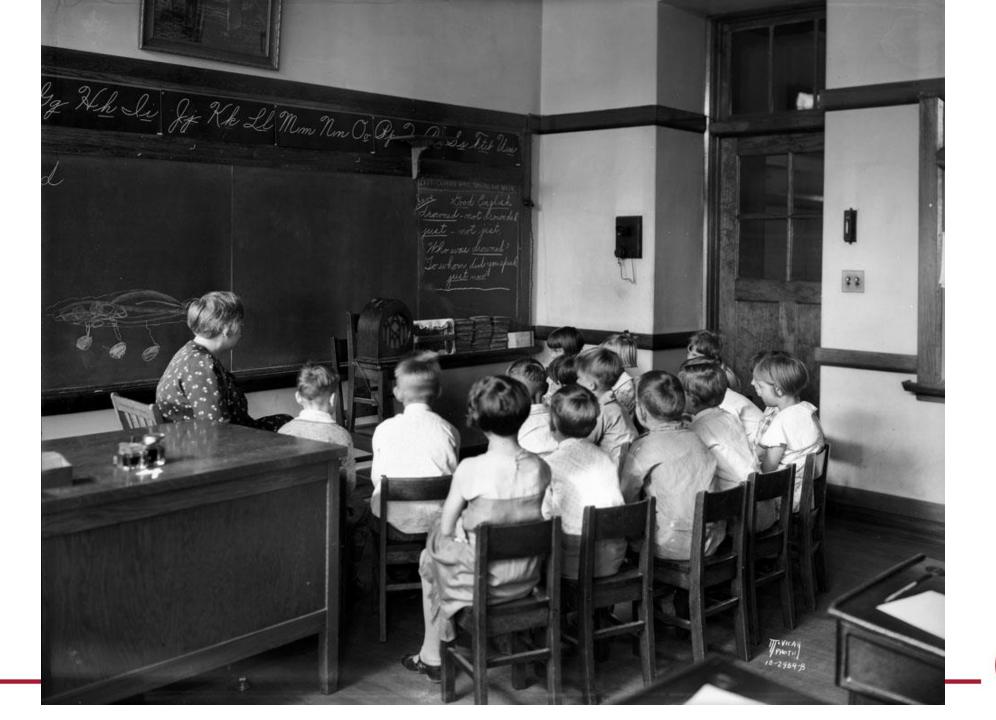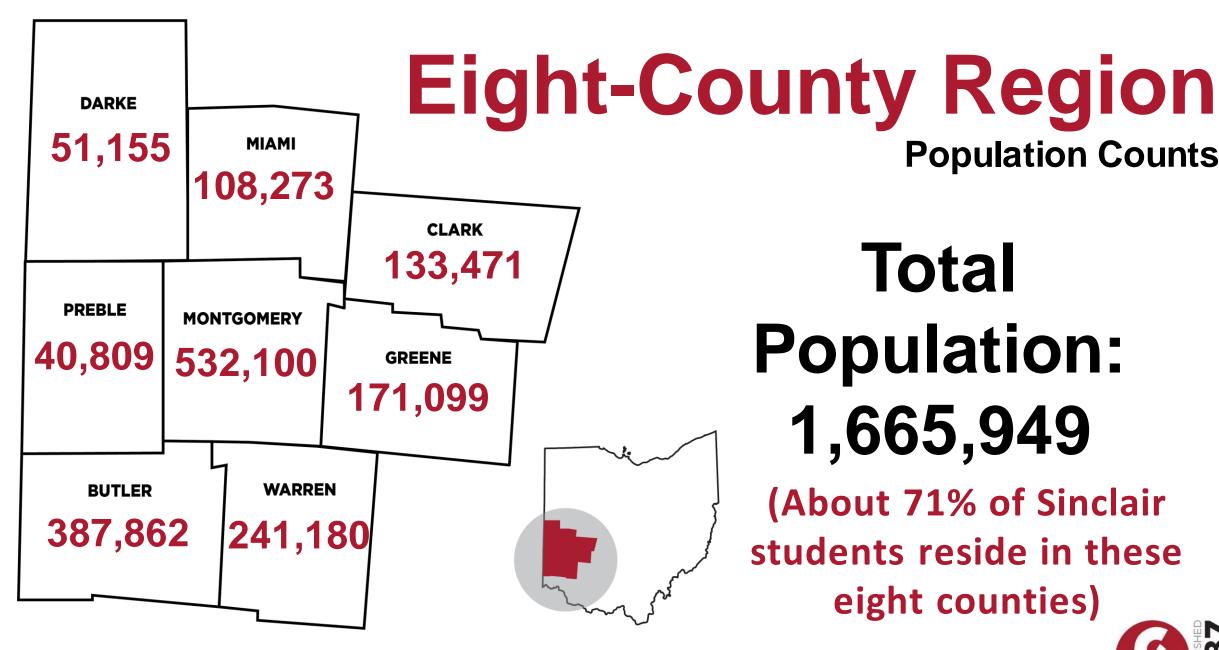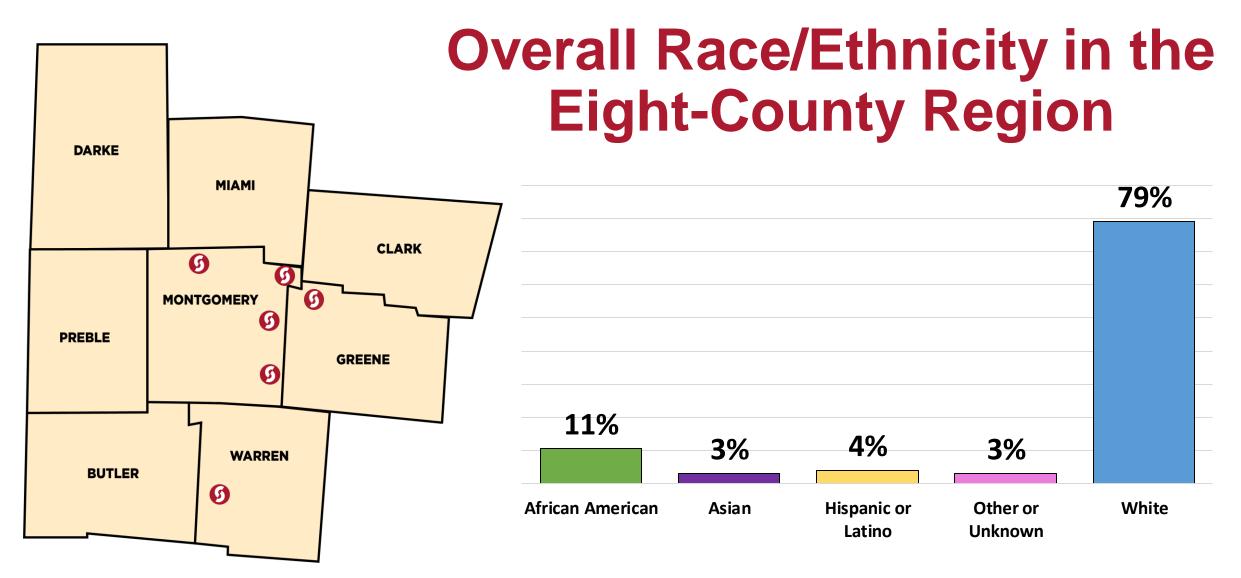ESTABLISHED 1887

Looking back…

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Eight-County Region
Population Counts

DARKE 51,155

MIAMI 108,273

CLARK 133,471

PREBLE 40,809

MONTGOMERY 532,100

GREENE 171,099

BUTLER 387,862

WARREN 241,180

Total Population: 1,665,949

(About 71% of Sinclair students reside in these eight counties)

Source: EMSI, 2021

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Overall Race/Ethnicity in the Eight-County Region

Map labels: DARKE, MIAMI, CLARK, PREBLE, MONTGOMERY, GREENE, BUTLER, WARREN

Bar chart:
- African American: 11%
- Asian: 3%
- Hispanic or Latino: 4%
- Other or Unknown: 3%
- White: 79%

Source: EMSI, 2021

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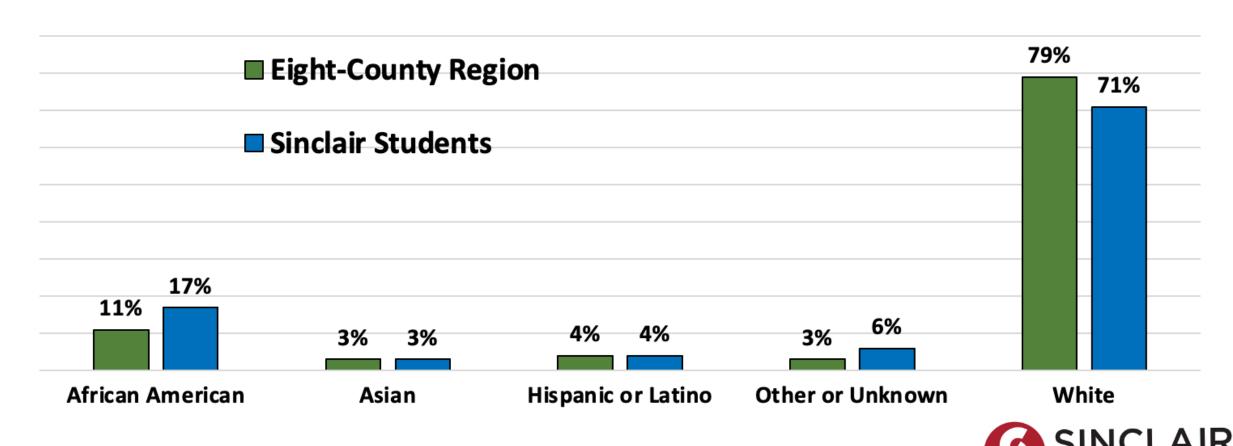
Race/Ethnicity Comparison Across Student Populations at Sinclair

■ Eight-County Region

■ Sinclair Students

	African American	Asian	Hispanic or Latino	Other or Unknown	White
Eight-County Region	11%	3%	4%	3%	79%
Sinclair Students	17%	3%	4%	6%	71%

Source: EMSI, 2022; Internal RAR Data, 2022

SINCLAIR COLLEGE

Addressing the Equity Gap

- Course completion rates significantly lower for minority students

- Learners with disabilities faced similar gaps

- Social calls for inclusivity

- 2018 Board Refinement of Priorities

David A. Sinclair

(1850-1902)

"Find the need and endeavor to meet it"

In 1887 Dayton YMCA General David Sinclair founded the courses of study that eventually became **Sinclair College**.

This to create skilled citizens to succeed in local jobs and life.

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The Curb-Cut Effect

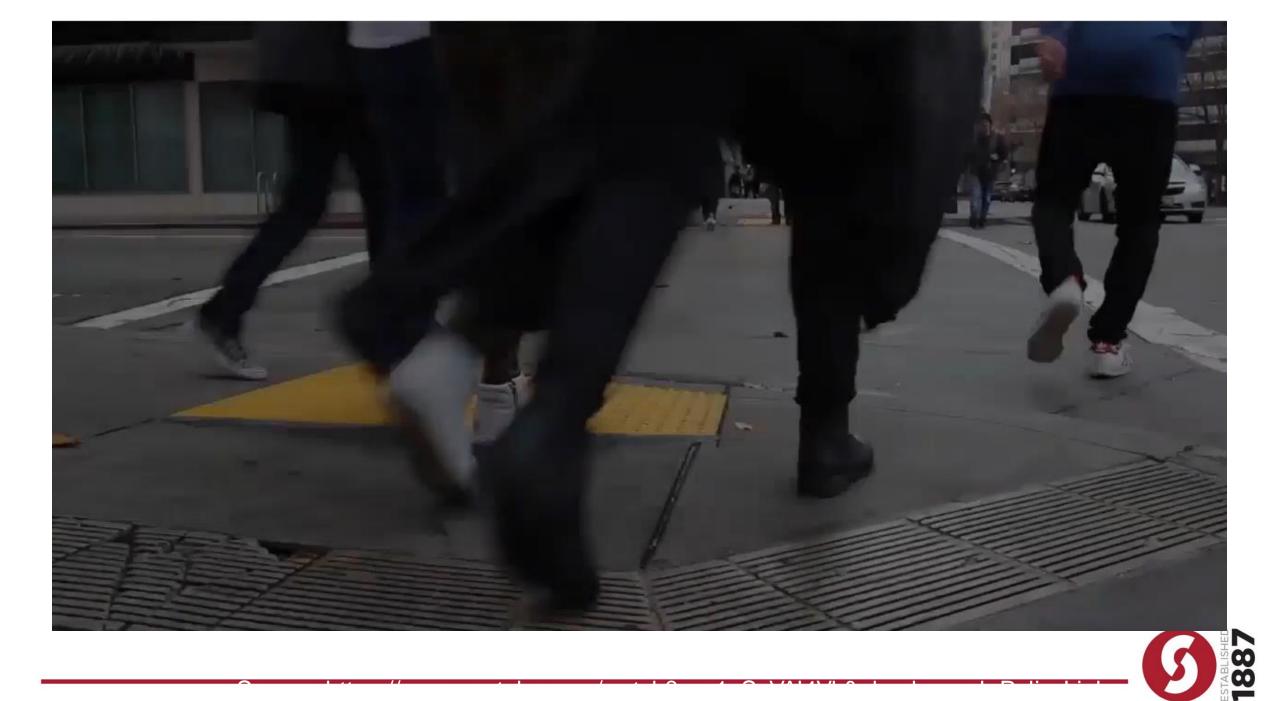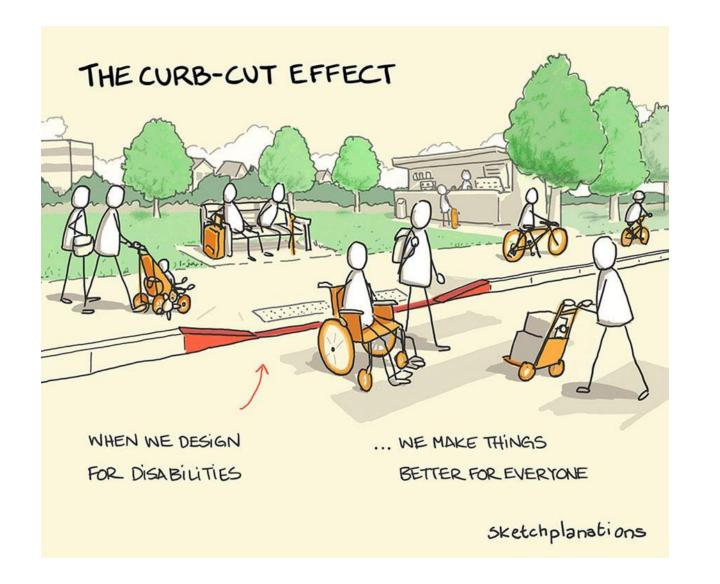**The focus on success of one vulnerable group ultimately benefits all groups**

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The Curb-Cut Effect

Sinclair focuses on gains for students and learners with disabilities through accessible services, programs, and tools.
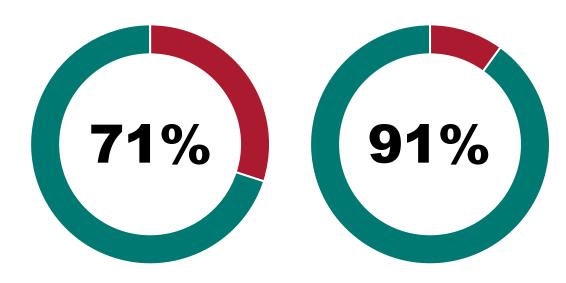
- Blackboard Ally Accessibility Tool

- Accessibility training completed by 300+ faculty/staff

- Tartan TOPS Program

- AAA Web Content Accessibility Guidelines

- Voluntary Product Accessibility Template

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Blackboard Ally

The tool evaluates all course content, pages, files, and other aspects for overall accessibility.

Evaluation results are a score out of 100% and fixes are provided to address identified issues.

71%

91%

2020 to 2023 Ally Accessibility Scores

1.1 Million Content Objects Evaluated

16,000+ Alternative Formats

Course accessibility score

98%
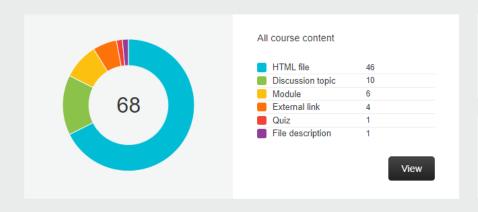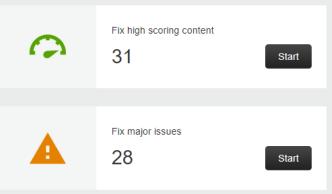
EDU 1103 Educational Technology - 16 Wk Online Master

All course content

●	HTML file	46
●	Discussion topic	10
●	Module	6
●	External link	4
●	Quiz	1
●	File description	1

68

View

Fix high scoring content

31   Start

Fix major issues

28   Start

Remaining issues

↓Severity	Issue	Content affected	
⚠	The HTML's heading structure does not start at the right level	📄 21	›
⚠	The HTML content has contrast issues	📄 5	›
⚠	The HTML content has tables that don't have any headers	📄 4	›
⚠	The HTML content contains videos without captions	📄 1	›

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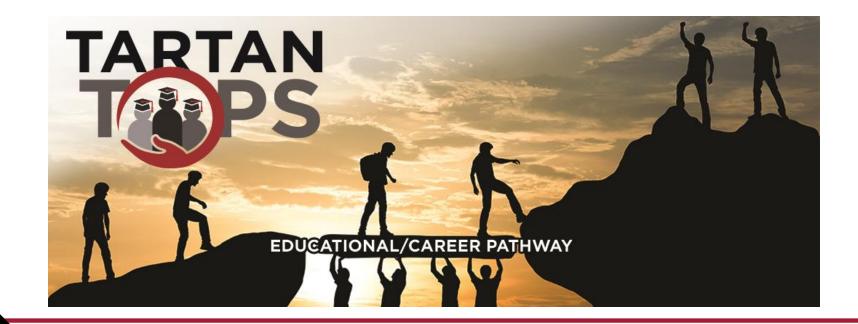
Alternative Formats

Ally also provides alternative formats of course materials that – while suited especially for students with disabilities – benefit all students.

○ 📑 ePub
For reading as an e-book on an iPad and other e-book readers

○ 📄 Electronic braille
BRF version for consumption on electronic braille displays

○ 🎵 Audio
MP3 version for listening

○ 📄 BeeLine Reader
Enhanced version for easier and faster on-screen reading

○ 📄 Immersive Reader **NEW**
Aid reading comprehension and grammar skills. Internet required.

Tartan TOPS Program

The TOPS Program provides an educational and career pathway for part-time students with intellectual disabilities through skills development focused on academic and career success and also includes an internship.

TOPS Students

- Founded in 2020 with 6 students

- 10 graduates thus far

- 22 currently enrolled students

- Graduates are employed (some FT)

Web Accessibility Hub

Accessibility Policy

Audience-Specific Information

Com... Co... cess

Service Requests

Purchasing Requirements

WCAG Level AAA (highest) Standards

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VPAT & Purchasing

Sinclair refined its process for vendors wishing to do business with the college to be more focused on VPAT requirements – Voluntary Product Accessibility Templates.

This legally-defined document ensures certain products purchased by the college are accessible – for all learners.

Table 1: Success Criteria, Level A

Notes:

Criteria
1.1.1 Non-text Content (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)
1.2.1 Audio-only and Video-only (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)
1.2.2 Captions (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)
1.2.3 Audio Description or Media Alternative (Prerecorded) (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool) • 602.3 (Support Docs)
1.3.1 Info and Relationships (Level A) Also applies to: Revised Section 508 • 501 (Web)(Software) • 504.2 (Authoring Tool)

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VPAT & Purchasing

Since policy revision,
25 VPATs completed with **0** products purchased **failing to meet Sinclair criteria**

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Emphasis on Equity and Inclusion

Sinclair created a campus, classroom, and community culture of diversity, equity, and inclusion as a place to study, work, or meet.
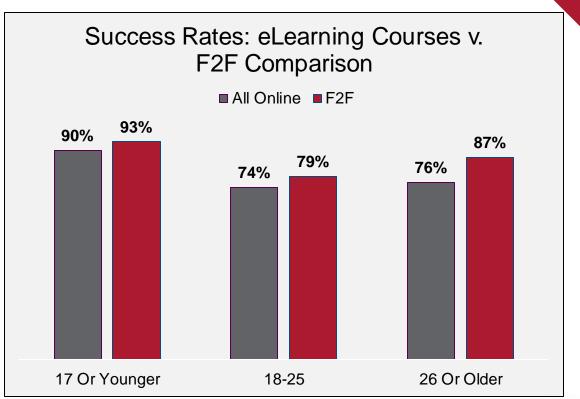
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Designing Equitable Classrooms

Designing Equitable Classrooms

- Significant disparities between modalities overall

- Gap increased when factoring in age and race

- Root causes:
  - Lack of access to technology
  - Familial/professional obligations
  - Shortage of engagement

eLearning Division introduced the Equity Rubric to the course design process

Success Rates: eLearning Courses v. F2F Comparison

■ All Online ■ F2F

	17 Or Younger	18-25	26 Or Older
All Online	90%	74%	76%
F2F	93%	79%	87%

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The Equity Rubric

To date, **180+** courses have been evaluated or modified with the digital equity rubric and Sinclair won a **$316k grant** to support this work.

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Cultivating an Equitable Campus and Community

350+ **DEI events & workshops** with 15000+ duplicated attendees from campus & community

82% of **Student Affairs Staff completed DEI Challenge** impacting their work directly

Our American Journey: The Black Experience exhibit has 1700+ visitors

1000+ attendees at **2021 and 2022 Equity Summits** involving campus and community

Task Force created to focus on DEI in **hiring practices** in 2021

100+ community members, faculty, and staff completed **10-hour DEI Certificate**

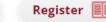Consulting for 25+ external agencies including **urban teacher pipeline**

Purchasing from minority vendors increases from **$1/2 million to $5 million** annually

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Search website...

Apply ☑   Course Schedule ⏱   Register 📖   Viewbook 🔖   Visit 📍

Admissions   Academics   Services   **Student Life**   Locations   About

Diversity on Campus

Land Acknowledgement

The Challenge

What is Diversity?

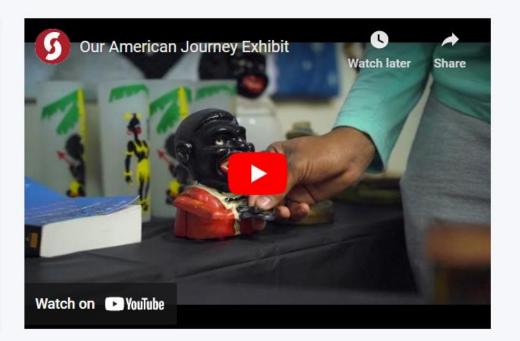## What Matters Most *Our Goals, Values and Beliefs*

👥 CONTACT INFO:

Michael E. Carter, Chief Diversity Officer
michael.carter@sinclair.edu | Building 12, Room 220 | 937-512-3883

Michele E. Marcum, Executive Administrative Assistant
michele.marcum@sinclair.edu | Building 12, Room 201 | 937-512-2161

Equal Opportunity/Non-Discrimination Policy

Report an Incident

Our American Journey Exhibit
Watch later   Share
Watch on ▶ YouTube

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Cultivating an Equitable Campus and Community

350+ **DEI events & workshops** with 15000+ duplicated attendees from campus & community

Cultivating an Equitable Campus and Community

82% of **Student Affairs Staff completed DEI Challenge** impacting their work directly

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Challenging our Staff Collectively

Student Affairs updated and enhanced an **employee DEI Challenge tiered badging system** to incentivize and recognize DEI professional development work.

Diversity Challenge

The challenge is for all of us to foster a community that embraces diversity, inclusion and equity here at Sinclair and to:

- Log on the Diversity webpage www.sinclair.edu/diversity to access the calendar of upcoming events and numerous resources

- Attend an in-person diversity event or zoom discussion

- Watch one or several Diversity and Inclusion podcasts, TED Talks, and webinars or movies offered remotely on the Diversity webpage

- Acknowledge a student who you see on campus

- Have a conversation with someone of a different background

- Visit the Our American Journey Exhibit located in Bldg. 7 Library, Room 001

SINCLAIR COLLEGE
Diversity Office

Michael Carter, Chief Diversity Officer | (937) 512-3883 | michael.carter@sinclair.edu
Michele Marcum, Executive Administrative Assistant | (937) 512-2161 | michele.marcum@sinclair.edu

Cultivating an Equitable Campus and Community

Our American Journey: The Black Experience exhibit has 1700+ visitors

SINCLAIR COLLEGE
Diversity Office

OUR AMERICAN JOURNEY

Exhibit containing Black History Memorabilia, including a diverse collection of artifacts, books, and images, encouraging individuals to *Remember, Reflect, and React*.

FREE and open to the Public!

SCHEDULE A TOUR:

PH: 937-512-2161
EMAIL: michele.marcum@sinclair.edu

Building 7, Library, Room 001

Cultivating an Equitable Campus and Community

1000+ attendees at **2021 and 2022 Equity Summits** involving campus and community

Sinclair College Equity Summit

Sinclair holds an annual Equity Summit to review data, direction, and best practices in serving under-served and at-risk populations.

SINCLAIR COMMUNITY COLLEGE

2021 EQUITY SUMMIT

VESTIGES OF REDLINING

BOUNDARIES & BARRIERS

VISIBLE AND INVISIBLE

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Cultivating an Equitable Campus and Community

Task Force created to focus on DEI in **hiring practices** in 2021

Diversity Task Force on Hiring

- Established 3-year Annual Contracted Faculty positions

- Established Visiting Faculty role

- Created the Equity Liaison positions

- Added HR recruiter for outreach

- Launched the Search Committee Academy

- Develop Diversity, Equity and Inclusion training for all employees

Cultivating an Equitable Campus and Community

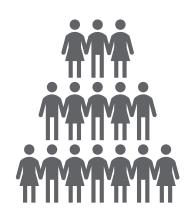100+ community members, faculty, and staff completed **10-hour DEI Certificate**

Diversity, Equity, and Inclusion Accomplishments

Over 100 Sinclair College employees have participated in Workforce Development's **Cultivating Diversity, Equity, and Inclusion in the Workplace** series

60 completing the entire 4-part, 10-hour offering.

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Workforce Development

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Cultivating an Equitable Campus and Community

Consulting for 25+ external agencies including **urban teacher pipeline**

Diversity Training and Consulting Provided to Area Organizations Outside of Sinclair

1. Northmont School District
2. Marion Technical College
3. Dayton Public Schools
4. Clark State
5. DECA
6. Columbus State
7. Kings Local
8. Cuyahoga Community College
9. Piqua School District
10. Ivy Tech Community College
11. Miami County ESC
12. John Logan College, IL
13. Covington School District
14. American Association of Community Colleges
15. Vandalia Butler School District
16. Accreditation Council for Business Schools and Programs
17. Dayton Development Coalition
18. Fairborn City Council
19. Oakwood Inclusion Committee
20. Peregrine Global Services
21. Sugarcreek Cares
22. Dayton Area Chamber of Commerce
23. Oakwood Rotary
24. Sinclair and Dayton Police Departments
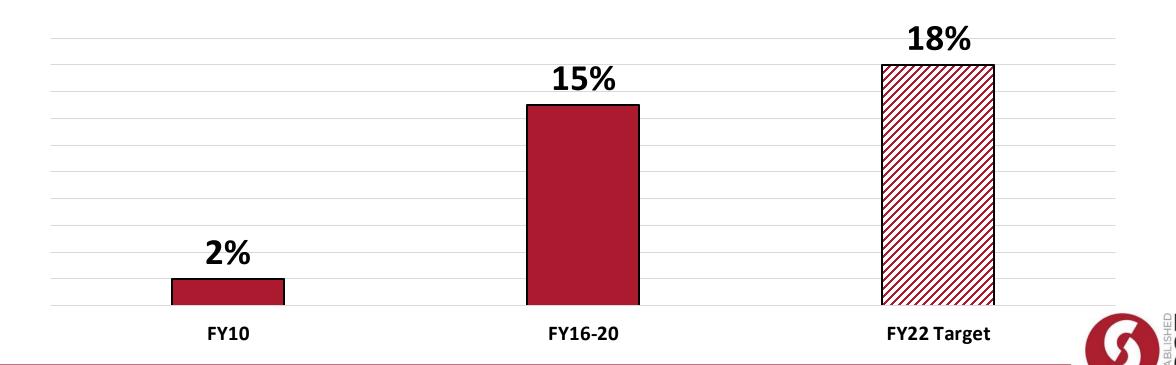25. Miami Valley Law Enforcement Agencies

Cultivating an Equitable Campus and Community

Purchasing from minority vendors increases from **$1/2 million to $5 million** annually

Success Benchmarking in the Classroom

Identified attainment gaps between online and in-person learners resulted in strategic programming to improve success outcomes.

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Coaching to Complete (C2C) Program - Assumptions

- Difficulty in managing success across more common courses in general education.

High Enrollment, Low Success

- Students don't log into to course, forget exams or to submit assignments, limit participation.

Risky Behaviors

- Online courses underperformed in-person counterparts across many demographics.

Outcome Disparities

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Program Successes

- 6,400+ learners impacted by C2C

- 64% of students claim they felt much more successful because of Success Coach

- 6% higher completion rate

- Increased completion rates among minority males (12%) and females (13%)
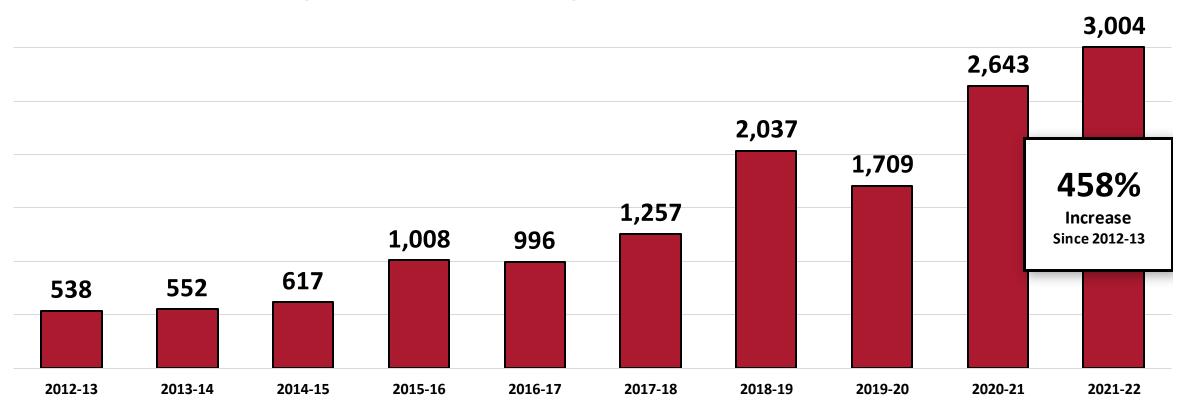
- D/F grades dropped 8%

	Male Minority			Female Minority		
	Embedded	Non-Embedded	AVG Increase	Embedded	Non-Embedded	AVG Increase
18-24	60%	54%	▲14%	62%	50%	▲12%
25+	67%	57%	▲10%	61%	54%	▲13%
AVG	65%	56%	▲12%	62%	52%	▲13%

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Overarching Effects:
DEI Metrics
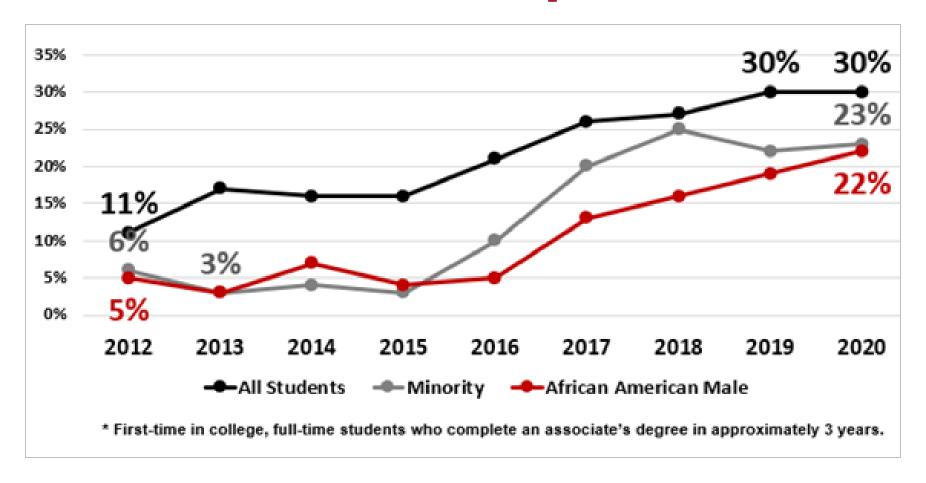
Sinclair Degrees & Certificates Earned by Minority Students

Year	Count
2012-13	538
2013-14	552
2014-15	617
2015-16	1,008
2016-17	996
2017-18	1,257
2018-19	2,037
2019-20	1,709
2020-21	2,643
2021-22	3,004

458% Increase Since 2012-13

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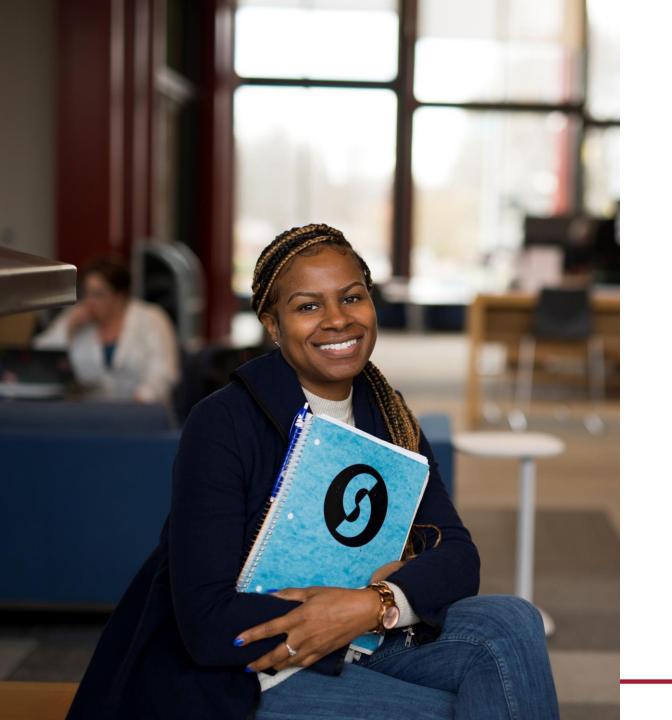
IPEDS Graduation Rate by Minority Status, 2009-present

* First-time in college, full-time students who complete an associate's degree in approximately 3 years.

Lessons Learned

Sinclair offers four lessons for any college to create a culture grounded in the Curb-Cut Effect and find equal success among all shareholders.

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Lesson 1
Institutional Buy-in to Mission

- Aim high starting with governance

- Mission, Values, and Policy Goals

- Use the community at large

- Financial Support - $400K/yr

- Marathon, not a sprint

Lesson 2

Students-First Focus

- Focus on what you do best from macro to micro/granular level

- Ensure student perspective is at the forefront in all processes and plans

- Involve students in decision-making

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Lesson 3

Identify a Champion

- Use a champion with the ability to have influence over decision-making – cabinet level

- Identify more champions at every level of the organization.

- Find a way to 'credential' champions

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Lesson 4

Continuous Improvement of the Work

- Institutional-level analysis of data and metrics of all facets

- Continuous, comprehensive improvement planning

- Invoke technology in new ways – one small change per term

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THANK YOU!

www.sinclair.edu/diversity

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