

Alternate Appendix F - Year 2 tenure Review

As an academic counselor, my job is to address the needs of our students to the best of my abilities. In some cases, academic counseling is needed, and in other cases personal or career counseling become the focal point of student/counselor encounter. In order for me to perform at an efficient and optimal level, I must create an environment that allows a student to be comfortable to disclose important details about their situation. I develop a single level atmosphere when I first meet a student. As a result, I introduce myself on a first name basis as an icebreaker to indicate that I am here to serve. Although I have student's information when I meet them, I act as if I don't know anything and politely ask, "Who do I have the pleasure of meeting today?". This is done to make sure I am fully aware of how a student prefers to be addressed. The objective here is to establish an acceptable level of respect and care. I want to make sure a student is comfortable with opening up to me despite their circumstances or current situation.

One of my roles in promoting and contributing to a diverse and equitable environment for student is a faculty success coach in the Culturally Relevant Pedagogy Practices grant here at West Los Angeles College. This is a DEIA professional development plan that is focused on black student success in both online and in person courses at WLAC. This specific program is a call to help close equity gaps that exist in education. My specific job is to recruit teaching faculty to

adopt and practice teaching methods that are based on “culturally relevant pedagogies, especially for Black students”. There are many faculty colleagues that are also a part of this professional development. Together we collaborate to make higher education an obtainable thing for black students. In addition to this professional development grant, I attend events that are put on to support our students that represent various backgrounds. One event in particular is the purple graduation to show support of our students who are a part of the LGBTQ+ community. Attending events while cheering shows how proud I am of their educational accomplishments and that I am ally.

These skills and abilities didn't occur over night. I come from a strong and strict Christian background. I am a man of great faith. It took years of attending support groups, and meetings with community leaders to develop the well-rounded counseling style that I have; that all students love. I have learned over the years to be inclusive to all people and love everyone consistently with the same level of care. I am an ally to all students regardless of who it is. I attend community events to show my support. I've committed myself to continue to learn and become progressive and be the best counselor I can be. I've dedicated myself to remain motivated to understand people and where they come from. I have been fortunate to share my counseling skills at multiple campuses. These campuses have given me the practice and the tools to be able to grow and continue to fine tune my skills so that I may continue to promote and contribute to an equitable environment for our students.