Student-Ready Student Services Offices: An Examination of Barriers to Serving Students Successfully

Elvia Eccheveria, Tenisha Baca, Dr. L. Alexander Patrick
Glendale Community College

Today's Focus:

- Understanding Implicit Bias
- Where does it come from?
- How does it make its way into our interactions?
- How does it make its way into policies?
- Allyship, Advocacy, Co-conspiracy

Trusted 10

Trusted First Name Or Initials	Gender	Racialized Group or Ethnicity	Age	Sexual Orientation	Education	Ability Status Disability, Yes or No	Marital Status	Profession	Other

What is a bias?

A preference for or a prejudice against a person or a particular group of people.

Implicit:

1. Operate at the subconscious level
2. Run contrary to our conscious beliefs
3. Triggered through rapid and automatic mental associations about people, ideas, and objects and the attitudes and stereotypes that we hold about those people, ideas, and objects
    a. **Mental Heuristics**

Why focus here: Prevention over Reaction!

Shame v. Guilt: Impacting Change

Guilt

- “I made a mistake and I can do something about it.”

Shame

- “I am a mistake. This is who I am. I am a horrible person. There is nothing I can do about it. I am going to always be this way. I don’t belong here.”

The problem, if we’re honest:

- We engage in self-shaming and sometimes we unintentionally shame others

A focus on Bias:

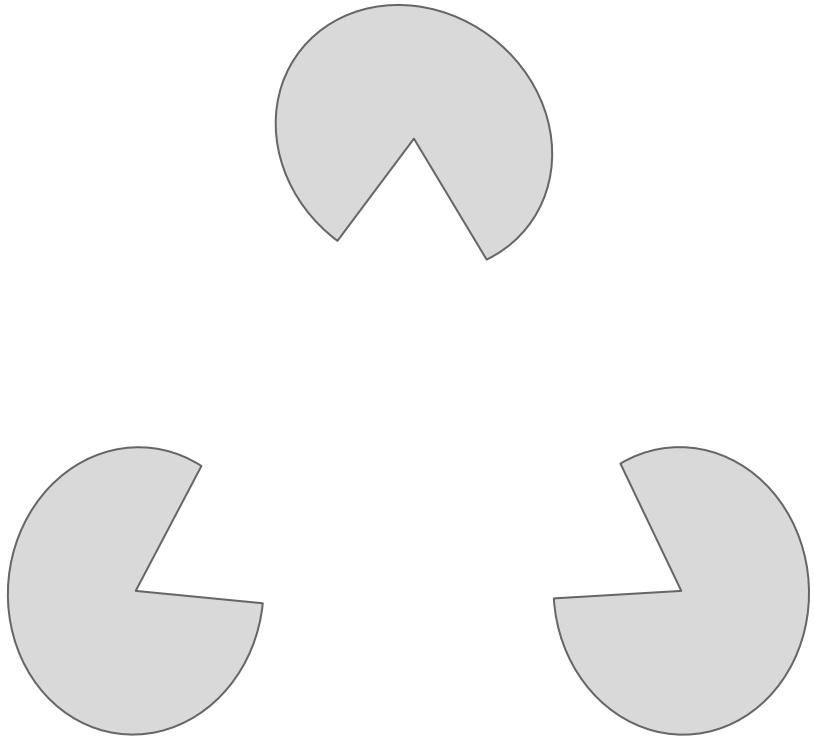
We move from asking “Am I prejudice or biased?”

to

“How do I get my actions/behaviors to align with our conscious beliefs?”

Understanding Systemic Bias

Individual Level	**Internal Bias** Private beliefs held by people	**Interpersonal Bias** How we act on our individual beliefs when we interact with other people
Systemic Level	**Institutional Bias** Biased inequities within institutions and systems of power	**Structural Bias** Biases across institutions and society



STUDENTS MUST MEET ALL ELIGIBILITY REQUIREMENTS DESCRIBED BELOW IN ORDER TO BE CONSIDERED FOR FEDERAL STUDENT AID:

- Have a high school diploma, or General Education Development (GED) certificate.
- Be enrolled in a Financial Aid approved academic program (degree or certificate).
- Be a U.S. citizen or **eligible non-citizen.**
- Have a valid Social Security number. Exceptions to this rule are students from the Republic of the Marshall Islands, Federated States of Micronesia, or the Republic of Palau.
- Male students must be registered with **Selective Service** or must register for selective service between the ages of 18-26.
- Maintain Satisfactory Academic Progress (SAP), as defined by the College's **SAP policy**.
- Not be in default on a Federal Perkins Loan, Federal Stafford Loan, Federal Supplement Loan for Students, or Federal Direct Loan, nor owe any refunds on a Federal Pell Grant or Federal Supplemental Educational Opportunity Grant.
- Students who have one or more loans that had previously defaulted, but who are no longer in default, must obtain and provide a Title IV Eligibility Letter indicating that he/she is once again eligible to receive Federal Student Aid. This letter can be obtained by contacting the holder (guarantee agency, lender or servicer) holding the previously defaulted loan(s). It is the student's responsibility to obtain and submit this letter to the College Financial Aid Office.
- Not have been convicted of violating any federal or state law of selling or possessing illegal drugs. Students who have one or more convictions must call 1-800-4-FED-AID to find out how this law applies to you.

FAFSA

Selective Services Registration to receive aid:

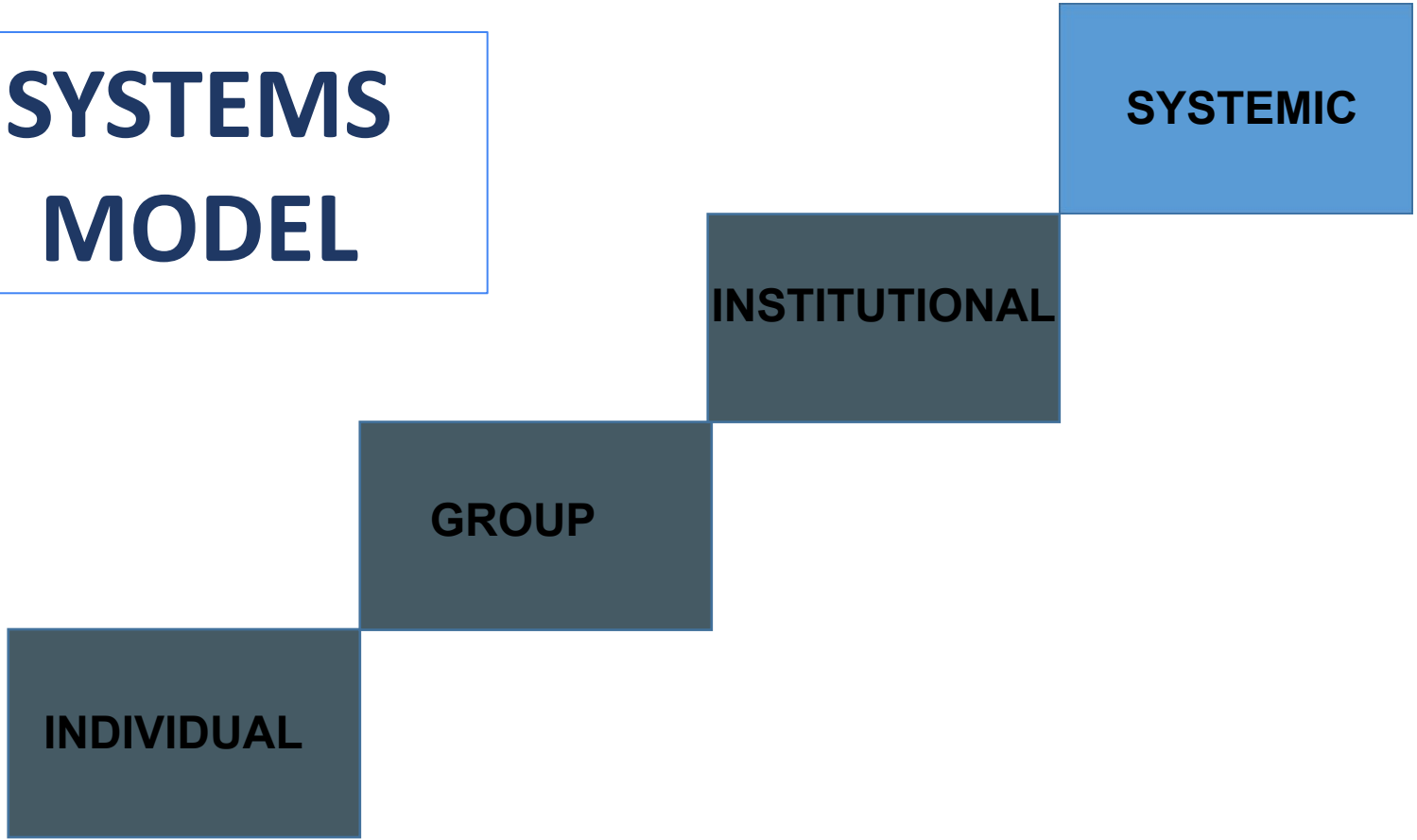
- Question 22 and 23 are phasing out, but not from the FAFSA completely until 2024.
- Does not mean that it is not required for **males (18-24)** because it still is, but not to receive federal aid.
- Selective Services no longer required for federal aid, but in some states still required for state financial aid

AZ Requirements for selective Services

Those required to register with Selective Service must register in order to remain eligible for state-funded student financial aid, loans, and scholarships. Ineligibility is permanent.

Those required to register with Selective Service must register in order to remain eligible for state government jobs. Ineligibility is permanent.

SYSTEMS MODEL



Using Privilege

- Allyship
- Advocacy
- Co-conspirator

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Questions?

DEI@gccaz.edu

lebrian.patrick@gccaz.edu