

Adult Ed & Equity Resources



Spring 2022 - COABE

Equity in Adult Education: The Importance of Cultural Competence and Inclusion - by Sudie Whalen

Equity, Not Equality: Practical Racial Justice Strategies to Increase Awareness - by Veronica Parker

National Efforts

- [Elevation Educational Consulting Group](#) - Equity with Adult Ed focus
- **New!** [Distance Ed Strategy Session Resources - EdTech Center @ World Education](#) - focuses on Adult Ed & Equity/Accessibility - 2022
 - [Addressing Racial Bias in AE Classroom Breakout Room 1 14 22](#)
 - [Breakout #2 Recording on Accessibility in the Adult Education Classroom](#)
 -  Copy of January 2022 Distance Education Strategy Session
- World Ed
 - World Ed Webinar Series: Addressing Racial Equity in our Adult Education Classrooms, Programs, and the Field - April 13, 20, 27, 4 pm Eastern Time, [Register here.](#)
 - World Education: [Addressing Racial Equity in our Adult Ed Classrooms - slide presentation and resources](#)
- COABE
 - [Article about California Adult Ed and Equity](#) in COABE Journal Winter 2020 - issue dedicated to racial equity and immigrant integration
 - "Representation in Adult Literacy: We Must Do Better" - COABE Journal Winter 2020
 - [Meet the author Dr. Carmine Stewart](#) - video profile by COABE
 - [Let Us Teach Us - Diversity Call to Action](#) - COABE Journal Winter 2020
 - [Meet the author](#) Daquanna Harrison video profile by COABE
 - [Meet the author Daquanna Harrison - video interview](#)
 - [COABE Webinar Adult Ed & Equity - Part 1](#) - video
 - [COABE Webinar Adult Ed & Equity - Part 2](#) - video
- [Diverse Voices of GED®: Adora Beard, GEDTS State Relationship Manager](#)
- [Change Agent](#)
 - [Issue on Racial Equity - "Talking About Race" - free for a year](#)

- [InterCambio - Conversations on Race & Equity for English Learners and Teachers - CORE](#) - growing series from Intercambio & Common Good Collective
 - <https://intercambio.thinkific.com/courses/core1>
- [Videos for kids from iHollaback](#) - easier English - good for ESL

CAEP - California Adult Ed Program

(Oversees All Adult Ed - Thru Regional Consortium System)

- The CAEP (**California Adult Ed Program**) Office held a series of [#AdultEducation](#) webinars on implicit bias, talking about race, and action steps in its Advancing Equity Professional Learning Series. Listen to recordings and download handouts here: <https://lnkd.in/db5s8Ch>

OTAN

- [Equity Resources](#)
 - National Equity Project
 - Don't Talk about Implicit Bias Without Talking about Structural Racism by the National Equity Project
 - [Willing to be Disturbed](#) by Margaret Wheatley
 - Equity and Disability - Sam Drazin - [Changing Perspectives](#)
<https://changingperspectivesnow.org/>
 - 4 Ways To Understand The Diversity Of The Disability Community
 - Ableism 101
 - Crip Camp: A Disability Revolution
 - Equity Project - Equity and Complexity.
 - [Leadership in the Age of Complexity: From Hero to Host](#)
 - [External Link Icon opens in new window or tab](#)
 - by Margaret Wheatley with Debbie Frieze.
 - [Human Rights Campaign](#)
 - [Welcoming Schools](#)

[CalPro](#)

- <https://calpro-online.org/documents/CALPRO-EvidAction-Brief-508.pdf>

From the Calpro Report:

The Diversity of California Adult Learners

To understand adult learners in California, it is important to understand, at the very least, the demographic makeup of the population. The 2020 U.S. Census showed that California had a diversity index of 61.1 percent (Jensen et al. 2022), an increase from the previous census, which was 54.9 percent (America Counts Staff 2021). Although there has been a significant increase in diversity in California, it is important to note that the state's adult education population looks very little like the state population (figure 1). Thus, the population that educators may interact with in their local community may look vastly different from the population they engage with at their school sites.

What is the demographic makeup of California's population?

- The largest demographic population in the state is 61.6 percent White.
- The largest adult education population is 67.19 percent Hispanic or Latino.
- The racial breakdown of the remaining adult education population is as follows
 - 6.31 percent Black
 - 12.78 percent Asian
 - 0.35 percent American Indian and Alaska Native people
 - 0.23 percent Native Hawaiian and other Pacific Islander
 - 2.55 percent more than one race
- California is home to almost 11 million immigrants (Johnson and Sanchez 2019)
 - 27 percent of Californians are foreign born.
 - 53 percent of California immigrants are documented.
 - 50 percent of California immigrants were born in Latin America, and 39 percent were born in Asia
 - 70 percent of California's immigrant population are bilingual and speak English proficiently.
 - 10 percent of California's immigrant population does not speak English (approximately 1,100,000 individuals).

The California Department of Corrections and Rehabilitation includes more than 50,000 adult education students annually. As of 2017, African Americans remained the most overrepresented group in California's prison population (Harris et al. 2019):

- African Americans made up 28.5 percent of the male incarcerated population but represented only 5.6 percent of the state population.
- African Americans made up 25.9 percent of the female incarcerated population but represented only 5.7 percent of the state population.

Because California adult education students are primarily minority individuals, they have historically been impacted by the effects of inequity on society.

Take Action! Want to learn more about your student population?

Visit the “Explore Census” (<https://data.census.gov/cedsci/>), type in your ZIP code, click “advance search,” and select the “populations and people” topic to investigate the demographics of your area. To learn more about education demographics, complete the same process, but select “education” as the topic.

CDE - California Department of Education

(Oversees K12 Adult Schools)

- **CDE Racial Equity Survey**

The **Adult Education Office** (AEO) at the California Department of Education (CDE) will launch a new statewide Racial Equity Initiative for the Adult Education System. This letter is the first step in implementing the initiative, and will assist CDE staff with planning future work, including the development of guidance documents to support the vision of the initiative. In this letter you will find a link for a brief statewide questionnaire regarding the Racial Equity Initiative. Please submit all responses by February 21, 2021.

- ***[Complete Racial Equity Survey](#)*** - page with info about survey + surveys
- ***[Direct link to survey for Adult Ed Educators](#)***
- ***[Direct link to survey for Adult Ed Administrators](#)***

Individual Efforts

- Crystal Korbass from Pleasanton AE conducted a survey of CA adult education teachers and admins to learn more about adult ed teacher preparation and professional development related to social justice and equity. [Link to the survey](#)

EQUITY RESOURCES

- Project Implicit: <https://implicit.harvard.edu/implicit/>
- Implicit Bias in Action video, from Center for Urban Education: https://www.youtube.com/watch?v=u3aCKTfei_4
- [Caste: The Origins of Our Discontents, by Isabel Wilkerson](#)
- [Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do, by Jennifer L. Eberhardt](#)
- [Blindspot: Hidden Biases of Good People, by Anthony Greenwald and Mahzarin Banaji](#)
- [More Counselors, Summer School And Other Bold Ideas To Help Students Catch Up - MindShift](#) - and then scroll down to find this article: Strategies for Retaining Teachers of Color and Making Schools More Equitable
- <https://www.zinnedproject.org/campaigns/teach-black-freedom-struggle/>
- [Zinn Education Project](#)
- [Learning for Justice \(Teaching Tolerance\)](#)

Right To Be - free trainings online

- [Bystander Intervention training to Stop Police Sponsored Violence and Anti-Black Racist Harassment.](#)
 - [Click here to register for a training.](#)
- [Bystander Intervention Training to Stop Anti-Asian American and Xenophobic Harassment](#)

General Resources

- <https://www.colorincolorado.org/article/supporting-indigenous-latinx-students-success-us-schools>

[CTA & NBRA BIPOC Cohort](#)

ADULT EDUCATION PROGRAM FACT SHEET

REPORTING PERIOD: JULY 1, 2018 - JUNE 30, 2019

Purpose: The purpose of the California Adult Education Program is to address literacy needs by providing adults with the basic skills and knowledge necessary to become U.S. citizens, exercise their civic responsibilities, and participate in a democratic society.

Employer Skill Needs: Half of all jobs in California are middle-skill occupations that require more than a high school diploma, but not a four-year degree. However, only 40% of California workers have been educated to middle-skill level, and the number of workers prepared for middle-skill jobs has been dropping at a rate of 1% per year since 2006, a trend expected to continue through 2020.

OUR PERFORMANCE

High School Credentials awarded to those enrolled in our program

15,461

Individuals improving one or more skill levels

138,249



INDIVIDUALS IN NEED OF ADULT EDUCATION SERVICES

3,967,182 2,735,737

Number of working-age adults (18-64) in the state without a high school credential

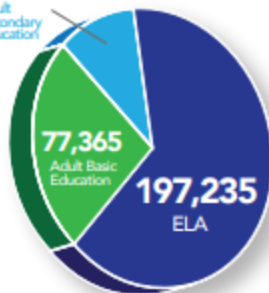
Number of adults in the state who do not speak English well or at all

Working-Age Adults (18-64) Without High School Diploma and Unemployed

263,994

32,878

Adult Secondary Education



Adult student populations, as defined by the National Reporting System (NRS):

Adult Basic Education (ABE):
Grade Levels 0-8.9

Adult Secondary Education (ASE):
Grade Levels 9-12

English Language Acquisition (ELA):
ELA Students are those for whom English is not their native language

Number of enrolled students served in correctional educational programs:

35,194



FEDERAL FUNDS PER ADULT LEARNER

\$300
Federal funds per adult learner

Our learners have the most barriers to employment and literacy, yet we receive limited funding compared to the \$10,000 per pupil received by elementary education.

OUR FUNDING

92,242,040
FEDERAL



OUR ENROLLMENT

307,478



educate&
elevate
ADULT EDUCATION
An Investment in America's Future

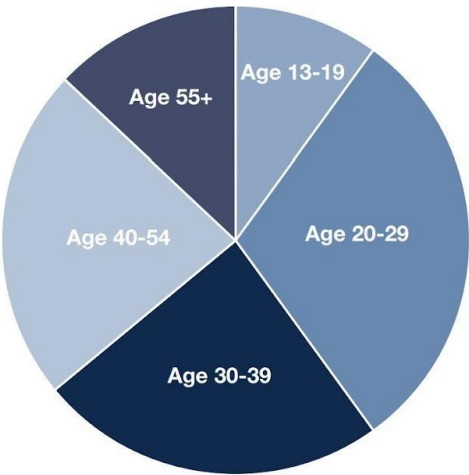
Sources: American Community Survey, 2013-17, 5-year estimate; National Reporting System; Recovery by Georgetown University Center on Education and the Workforce; Annie E. Casey Foundation Kids Count Data Center

COABE

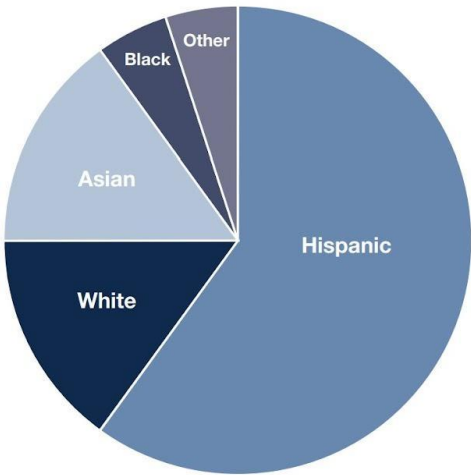
Published for Educate and Elevate, a joint initiative of COABE

Adult Education Serves Broad Spectrum of Students

Students by Age Group, 2016-17

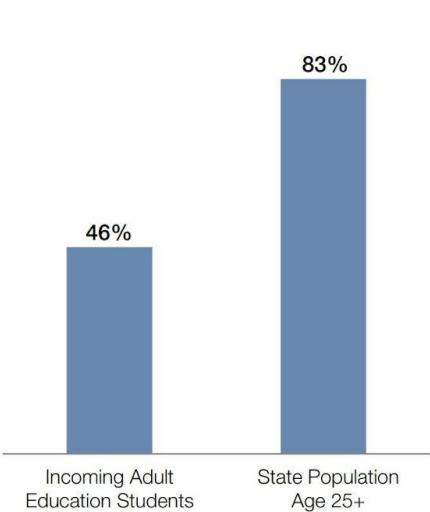


Students by Ethnicity, 2016-17

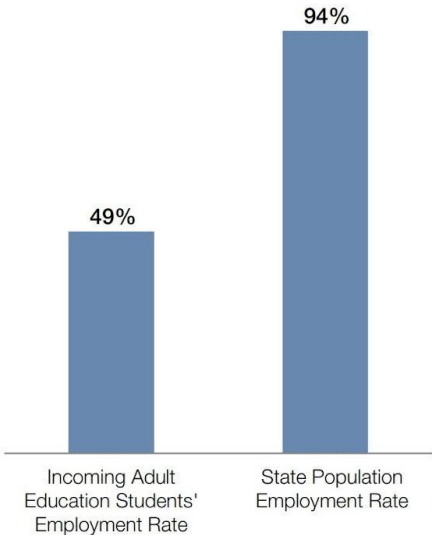


Compared to State Population, Adult Education Students Are Less Likely to...

Have High School Diploma, 2016-17

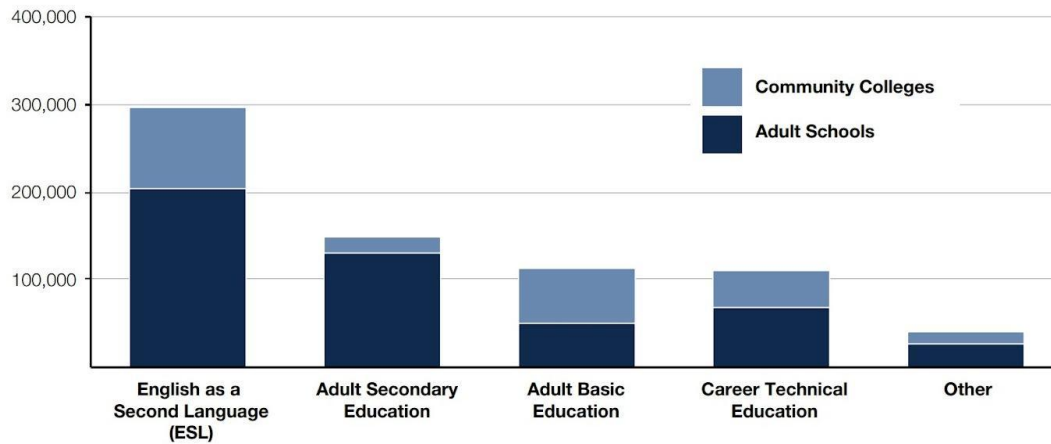


Be Employed, 2016-17



ESL Is Largest Adult Education Instructional Area

Headcount by Instructional Area, 2016-17

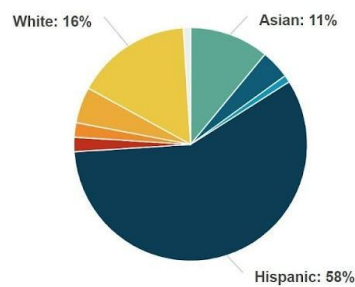


Many different types of students are enrolled in adult education programs for different goals. You may want to compare your students to the diversity and needs of your community to tailor your programs and services.

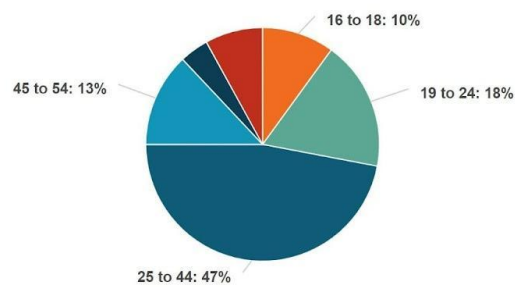
79% of 429,203 adults served had 12 + contact hours (participants) in 2020-2021.



Race / Ethnicity



Age Group



Gender

