



# Breaking the Bamboo Ceiling: Paving the Way for Students' Success in Academia and the Workforce

**Fresno State's Asian American and Native American Pacific Islander-Serving Institution  
(AANAPISI) Initiative • Department of Criminology • College of Social Sciences**

APAHE National  
Conference 2022

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Presented by  
**Gaonoucci Belle Vang**  
Student Success PC  
**Samantha Bautista**  
WBLE PC  
**Summer Her**  
WBLE PC



# Meet the Coordinators



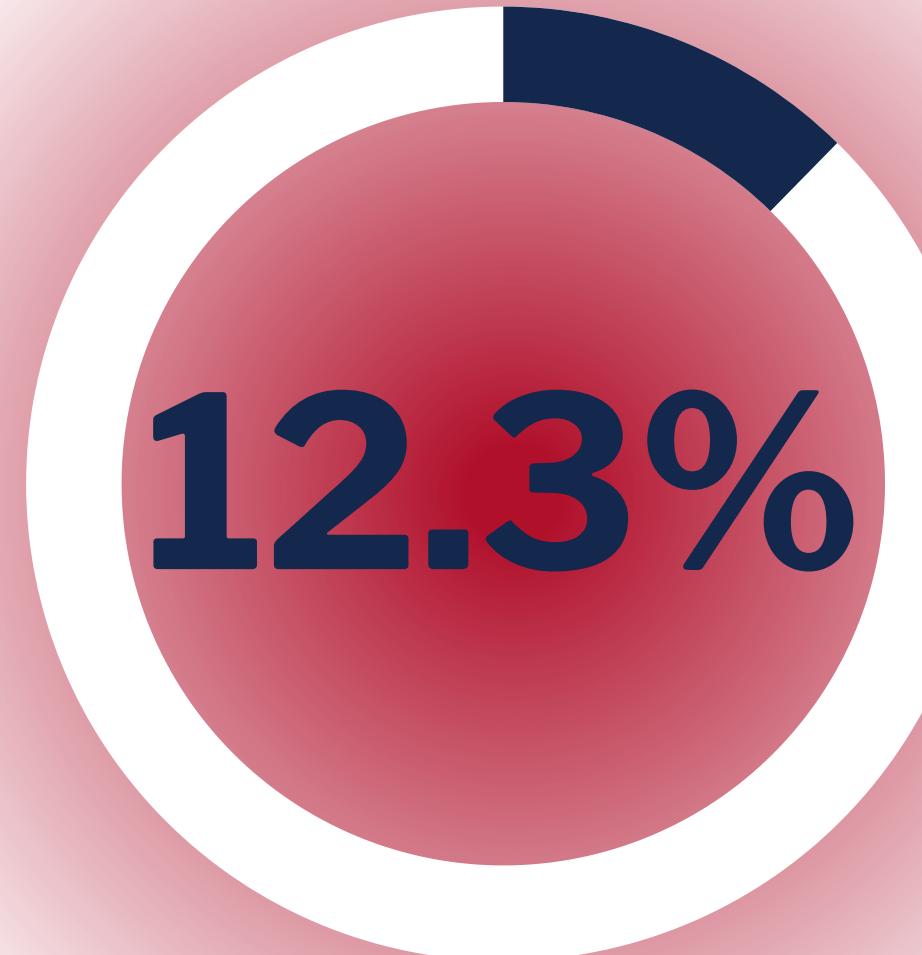
**Gaonoucci Belle Vang**  
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Project Coordinator



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Project Coordinator



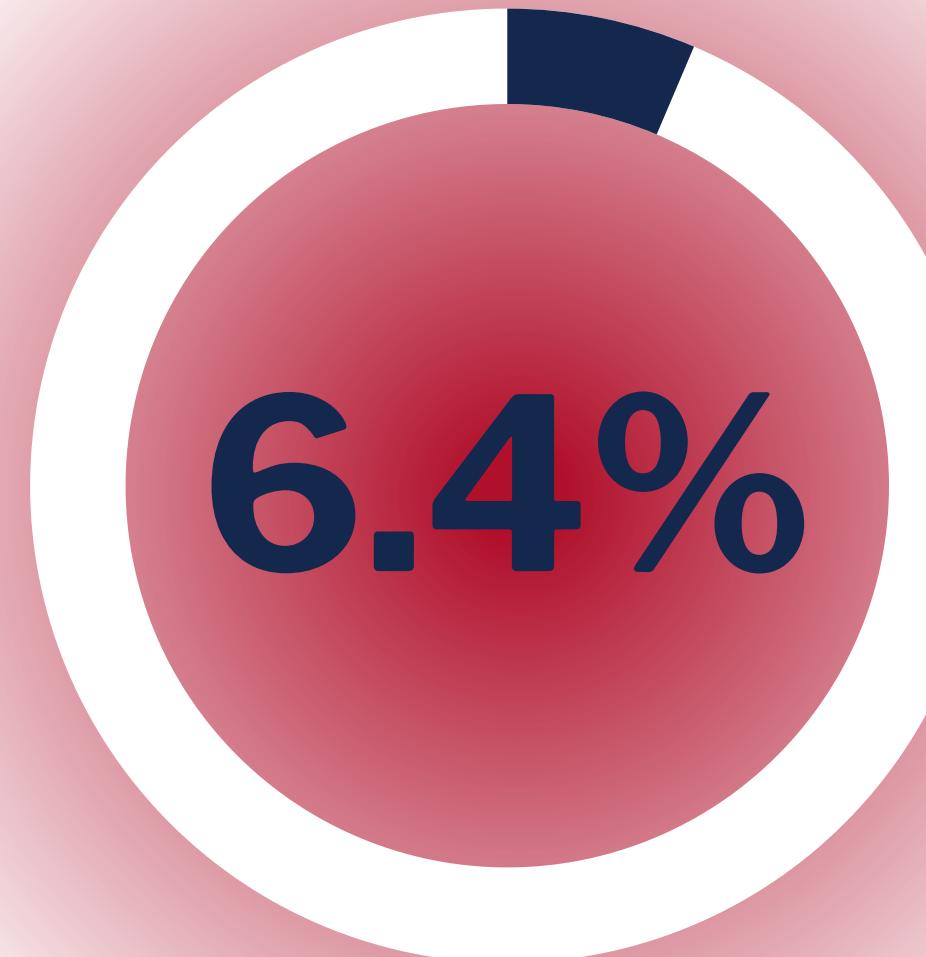
**Samantha Bautista**  
she/her/hers  
Work-Based Learning Experiences  
Project Coordinator



Percentage of AANAPI-identifying  
students at Fresno State in Fall 2021

## Student Demographics

- AANAPI-identifying students make up 12.3% of Fresno State's student population
  - 40.7% identify as Hmong
    - There has been a 16% decrease in Hmong students from Fall 2016 to Fall 2021
  - 18.0% identify as Asian Indian
  - 13.7% identify as Filipino
  - Followed by Chinese, Laotian, Vietnamese, Cambodian



Percentage of AANAPI-identifying students  
majoring in CRIM in Fall 2021

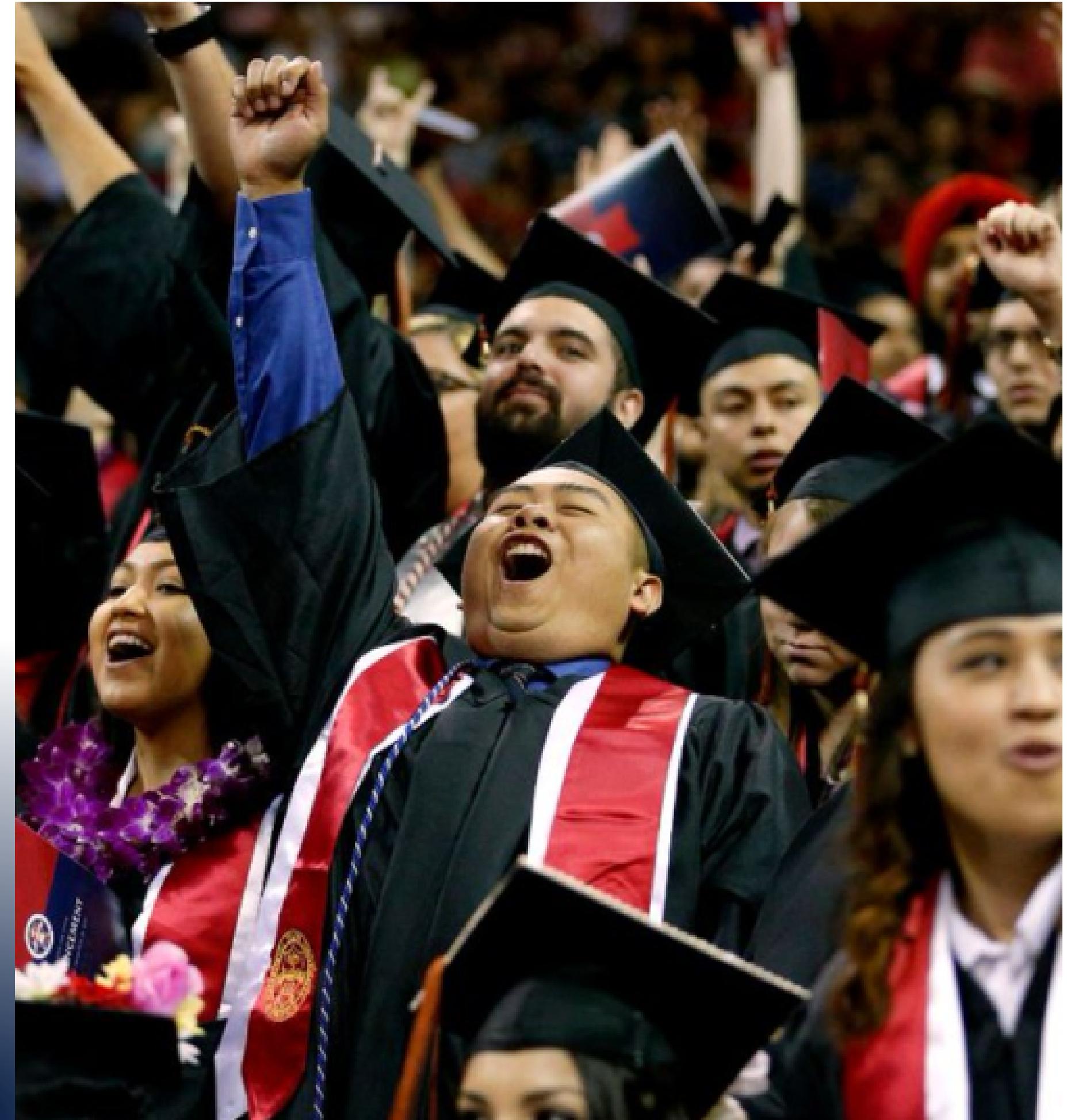
# Student Demographics

- CRIM majoring students make up 8.4% of the Fresno State student population
  - 6.4% of CRIM majors identify as AANAPI
  - There has been a 13.2% decrease in AANAPI-identifying students from Fall 2016 to Fall 2021
- AANAPI-identifying student demographic breakdown of CRIM majoring students
  - 50.9% identify as Hmong
  - 11.9% identify as Asian Indian
  - Followed by Filipino, Laotian, Cambodian



# Fresno State's AANAPISI Initiative

- What is AANAPISI?
  - Asian American and Native American Pacific Islander-Serving Institution
- Awarded a U.S. Department of Education's AANAPISI Grant of \$1.2 million
- Support AANAPPI-identifying undergraduate students interested in CRIM and FBS
- Two main programs: WBLE and Peer Mentors





# Research

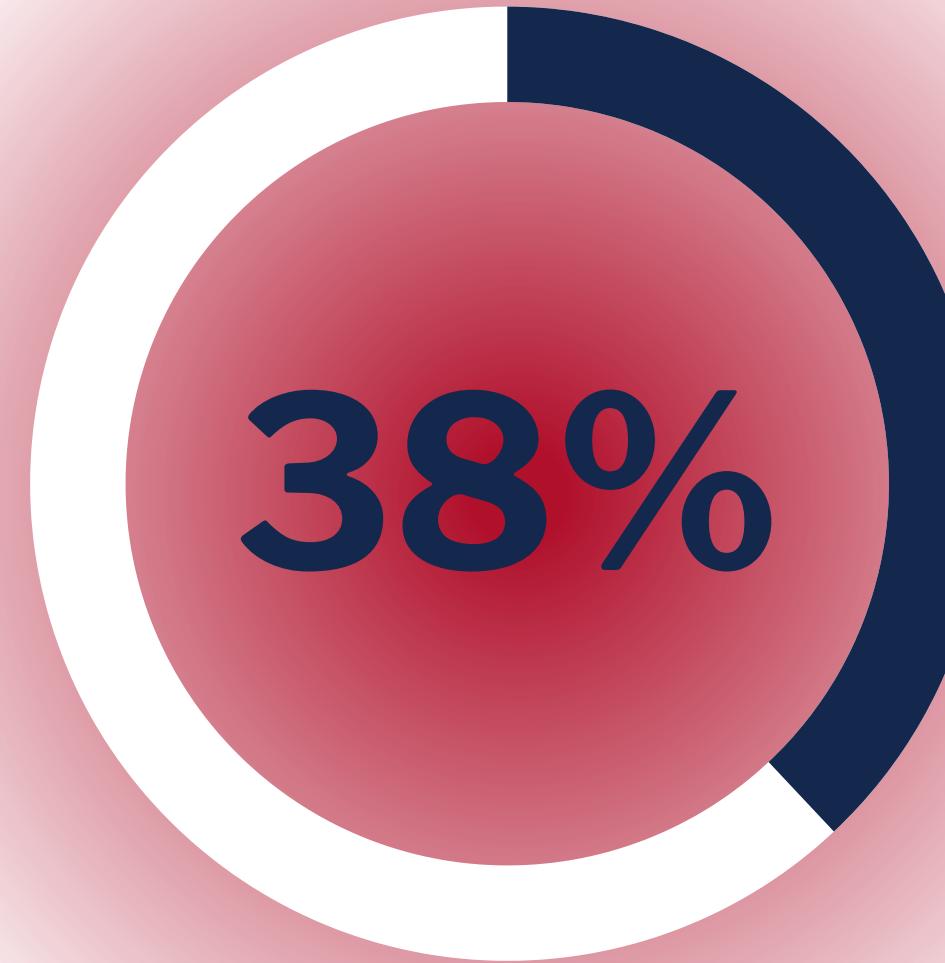


## **Hmong American Student Success at Fresno State**

Conducted by Dr. Yoshiko Takahashi and Alex Nottbohm

Found Hmong students:

- Experienced distinct academic challenges including family responsibilities and English as a second language;
- Are less certain about academic readiness, progress, and success;
- Found campus connections challenging, such as assistance in changing a major or connecting with professors;
- Faced gender-distinct challenges reflected on culture; and
- Revealed differences in life experiences, such as reporting romantic relationships as a barrier to success.



Percentage of AANAPI-identifying students who believe it's very important to have an AANAPI-identifying criminal justice professional as a role model

## Research (cont.)

### Needs Assessment

Conducted by Fresno State's AANAPISI Initiative team

- 36 participants
- 38% believed that it was very important to have an AANAPI-identifying criminal justice professional as a role model
- 38.9% want to pursue a career as a forensic scientist
- Participants reported being inspired to major in CRIM through helping others, crime TV shows, following in another family member's footsteps, understanding why people commit crimes, and having an interesting class or guest speaker in the criminal justice field



# Research (cont.)



## Focus Group

Conducted by Fresno State's AANAPISI Initiative team

- 3 participants

Found AANAPPI-identifying, CRIM students:

- Felt that CRIM is a white-dominated field
- Would like to have the option to participate in a peer or professional mentorship program
- Would like to see more cultured-catered events held on campus
- Expressed more need for student resources



### **Increase percentage of AANAPI first-time freshmen (FTF) and undergraduate transfers majoring or minoring in CRIM by 100% over Fall 2021 baselines**

- Convening the Leadership Council
- Hold a welcoming reception for AANAPI CRIM students
- Engage in outreach to area high schools, community college, and community events



### **Increase the persistence, from one year to the next, of AANAPI CRIM students at Fresno State by 25 percent**

- Establish a peer mentor program
- Redesign CRIM 1 curriculum to address needs of AANAPI-identifying students
- Establish a work-based learning experience program
- Develop a micro-certificate program



### **Increase the 6-year graduation rates by 25 percent**

- Creating the "Writing for Criminal Justice" course
- Host a Criminology Career Fair

# **Goals**





# Student Success Project Coordinator

## Role

- Guide AAPIC Peer Mentors to form cohorts
- Engage in outreach to area high schools, community colleges, and community events
- Implement a communication plan to reduce Summer Melt
- Introduce Guide Pathways and "My Personal Scorecard"

## Peer Mentors will:

- Mentor peer-student cohorts in criminology-focused academic planning and course pathways
- Participate in various outreach activities and efforts
- Implement communication campaigns to reduce Summer Melt
- Refer individual students to appropriate academic and advising resources
- Maintain communication with AAPI-identified CRIM students



# Work-based Learning Experiences

## Role

- Help students stay connected to career sites from entry to exit through career fairs, internships, site visits, guest speakers, or connecting to mentors
- Work with the Criminal Justice leadership council comprised of esteemed agencies and organizations within the community to create WBLEs for students
- Work with the university career development center to support students to be better prepared for career-entry

## Students will:

- Receive supplemental experiences for career and academic development
- Get connected to on-site work tours and professional shadowing opportunities
- Directly connect with criminology career fields
- Attend career fairs and utilize the Fresno State Career Development Center resources
- Experience a range of opportunities (site visits, guest speakers, mentorships, and more) with Central Valley leaders in the field



# More Student Opportunities

## "Writing in Criminal Justice" (CRIM 136T)

- Learn about professional writing etiquette
- Write resumes, cover letters, professional reports for criminal or civil justice careers
- Listen to and meet guest speakers who work in the field

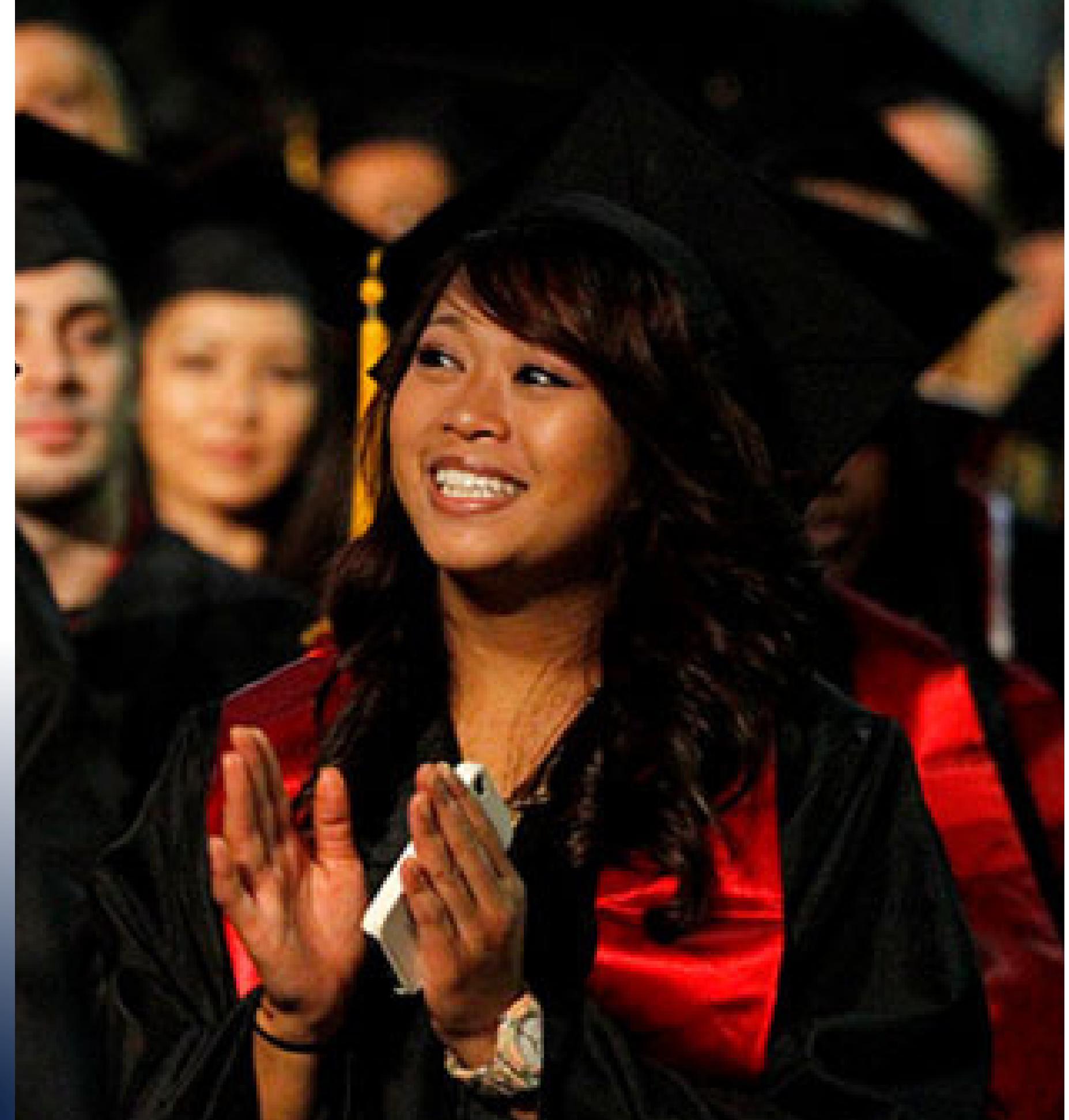
## Peer Leaders

- Will create a dedicated safe space for AANAPI students to discuss concerns and find peer support
- Will develop a campus-wide program of culturally responsive services for the AANAPI student community
- Will earn a Micro-Certificate in Culturally Responsive Services



## Other Efforts

- Reducing Summer Melt
- Permanent endowment
- Campus-wide program to offer Culturally Responsive Services





# Q+A

**Thank you for joining today's panel, "Breaking the Bamboo Ceiling:  
Paving the Way for Students' Success in Academia and the Workforce,"  
with Fresno State's AANAPISI Initiative.**

**Connect with us at [linktr.ee/fsaanapisi](https://linktr.ee/fsaanapisi).**



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