



**Creating Equitable Access to  
Education utilizing the  
Washington Education Navigator  
System**

# Language is Power

As educators we know that language is powerful and that when we change the language, we change the culture.

To this end, we recommend

- Consider word choices carefully
- Use humanizing language
- Refrain from negative labels

# Addressing the Gap

---



**COMMUNITY AND  
TECHNICAL COLLEGES**  
*Washington State Board*

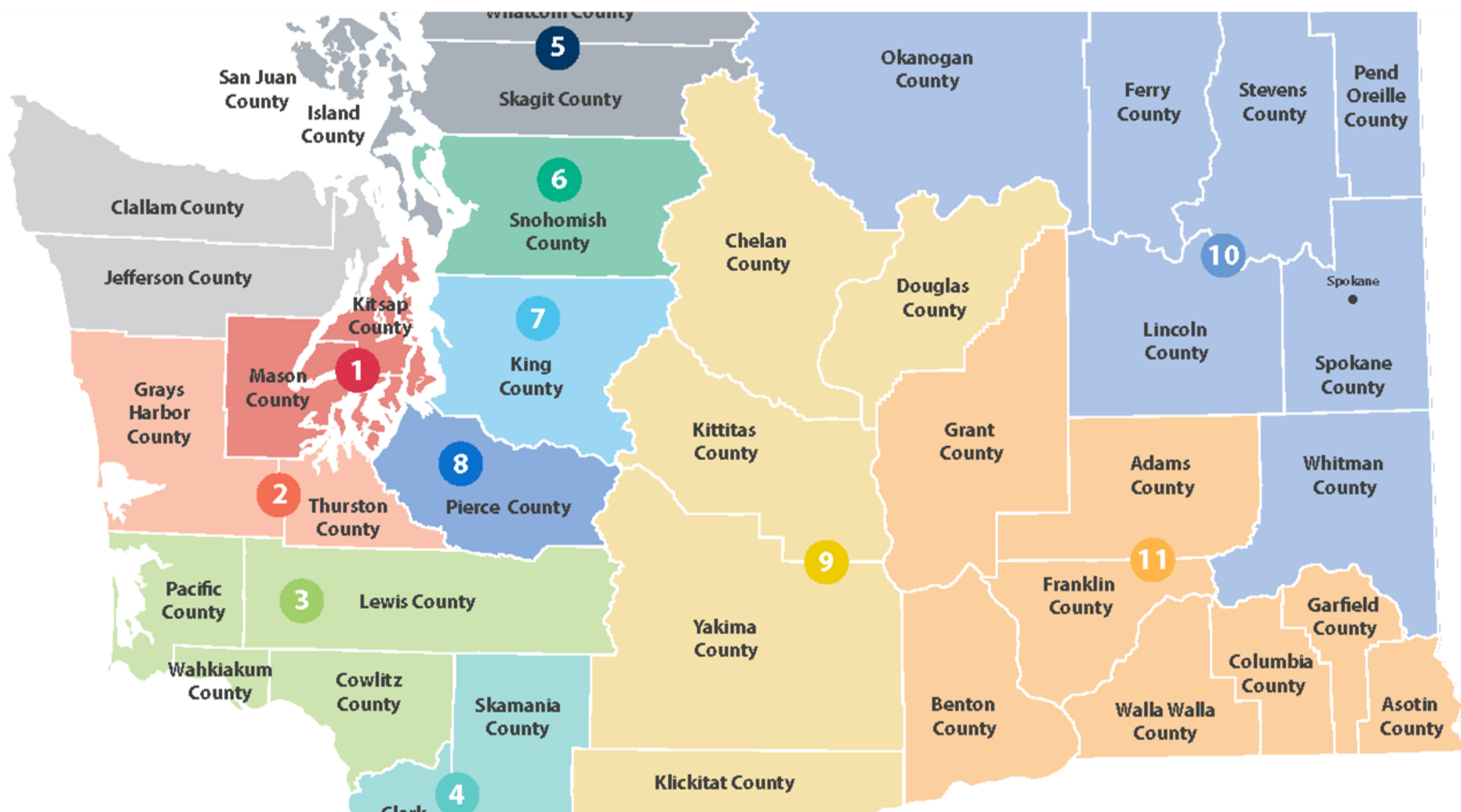
# Who we are...

## Campus Education Navigators

- **15** total Navigators, representing **14** community colleges and **1** four-year college
- **5** Navigators are justice impacted

## Facility Education Navigators

- **12** total Navigators, representing **8** community colleges



# Navigator Mission, Vision and Values

**Mission:**

Navigating education pathways with students who have been impacted by the legal system as they engage in holistic and restorative learning that leads to increased personal capacity, long-term sustainability, deeper community integration, and upward economic mobility.

**Vision:**

We envision a process of integration that mitigates the barriers and stigmas faced by those marginalized by factors such as: race, economic status and the legal system. This is a process which promotes sustainable integration through economic mobility that is anchored in a foundation of community and education.

**Values:**

*Commitment:* Advocating for inclusive and equitable access to educational resources and providing student support services for all students.

*Respect:* It is imperative to maintain and restore mutual respect, act with integrity, treat students with dignity, build trust, and act with consistency.

*Representation:* Elevate the voices of those with shared lived experiences, and design pathways in collaboration with impacted students and community.

*Relationship:* Create an environment of mutual respect, validate each student's process, honor lived experiences, and assist in creating unique pathways that accommodate the student's goals.

# Relationship building

DOC Counselors/Case managers

Community Corrections Officers

Navigator network

Statewide reentry networks

College staff

Apprenticeship networks

Employer network

Community Resources

State agencies providing services

# Onboarding New Navigators

Divided into **three** sections:

- Bottom Line
- Culture and Language
- Transitions

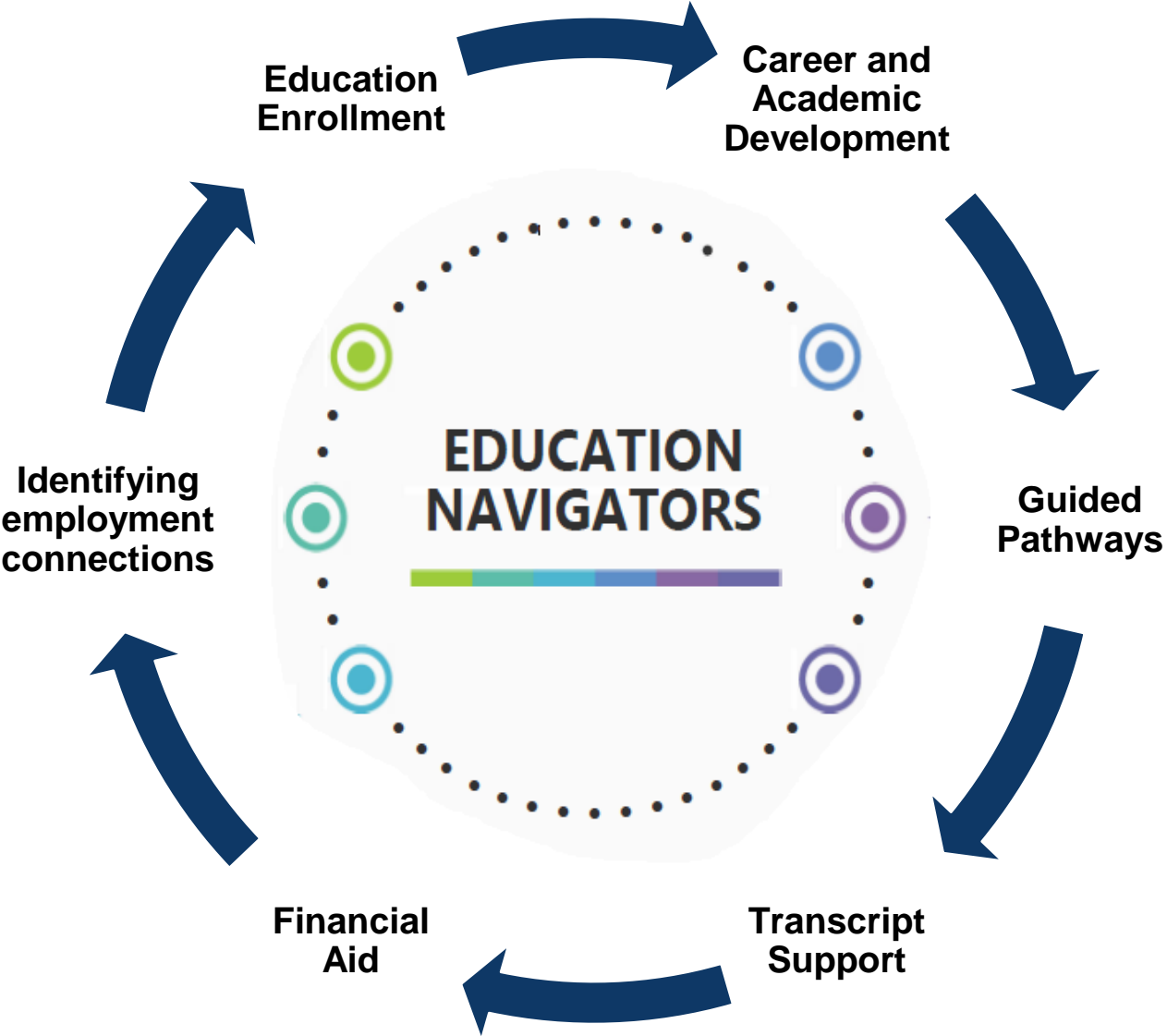
Onboarding is provided by **at least** three separate Navigators

Once onboarding is complete, new Navigators are provided with a list, identifying Navigators and their area(s) of expertise





# What we do...



## Who are our students?



Photo credit: TCC, Rachel Payne

- Often survivors of **poverty, trauma** and **abuse**
- Many students are from **historically marginalized communities** and have had limited access to academic success.
- Some may experience **learning or mental health challenges**.
- For women who are incarcerated they are often **mothers** who will return to being the custodial parent after incarceration.
- Most importantly our students are **RESILIENT, dedicated, strong, self-advocates and driven to reach their goals.**

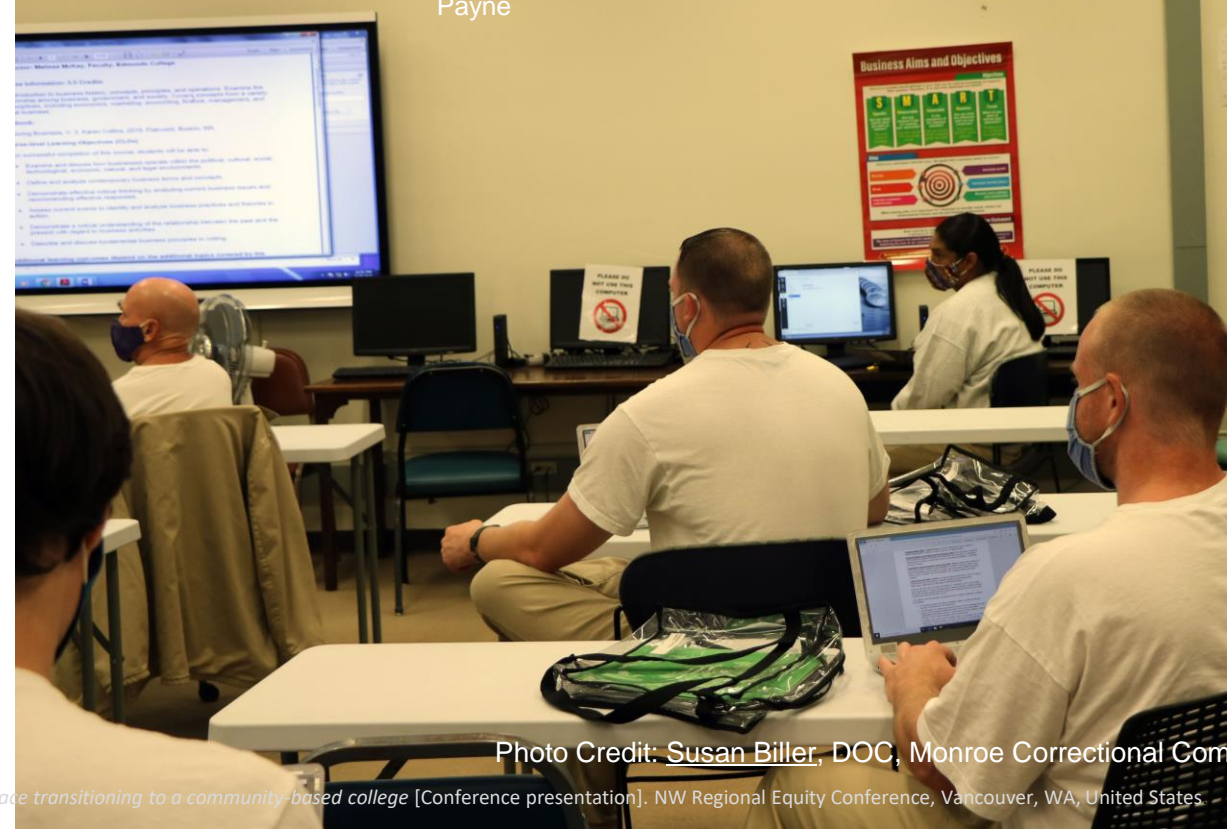


Photo Credit: Susan Biller, DOC, Monroe Correctional Com

# The Equitable Response

- Trauma-informed and Healing Centered Engagement
- Increasing transparency & access to information
  - Technology Skill Development & Information
  - The System of Higher Education (ex. The Ampersand, college enrollment)
  - Career Development
- Communication & Consistency
- Center & Uplift Student Voices



*I've overcome and dealt with many challenges with the guidance and patience of amazing faculty, and I'm now in my fourth quarter of college."*

– TCC Student (Graduated!)

# How we do it...



Spending time with students



Provide clear and concise overview of the college system



Provide space for students to ask questions



Engage Student Voice Councils



Identify the student's needs



Use DOC monthly release reports to identify releasing students



Referrals and warm hand-offs



Relationship building

5 Navigators are justice impacted

Build Community Relationships

CCO, Non Profits, DSHS, DOC Reentry  
Navigators

Create a Holistic Student Support for all justice  
involved students

Cultivate Conversations Between Faculty,  
Staff, Students, and Community

## Campus Education Navigator Community Colleges of Spokane

15 total navigators,  
representing 14 community  
colleges and 1 Four-year  
college.

# Role of Reentry Navigator on a College Campus

- Meet Student Where They Are and Create Supports at That Level to Promote Successes
- Enrollment Support
- Support Across Campuses and County
- Provide Support in the Community

# Student programs and support

...



Student Voice Council



Guided Pathways



Financial education assistance



Tribal scholarships



Workshops



Student Loan Rehabilitation Program

# Questions ?

**Hanan Al-Zubaidy**

Washington State Board for Community and Technical  
Colleges

Corrections Education Program Administrator

[hal-zubaidy@sbctc.edu](mailto:hal-zubaidy@sbctc.edu)

[hhalzubaidy@doc1.wa.gov](mailto:hhalzubaidy@doc1.wa.gov)