

# Student Leadership Development Webinar

Practical strategies for designing and launching student leadership initiatives, recruiting and engaging students, and integrating leadership opportunities into existing campus programs.



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Native Hawaiian,  
and Pacific Islander  
STUDENT ACHIEVEMENT PROGRAM



Vietnamese  
Student  
Association

# CCC AANHPI SAP Central Office Team



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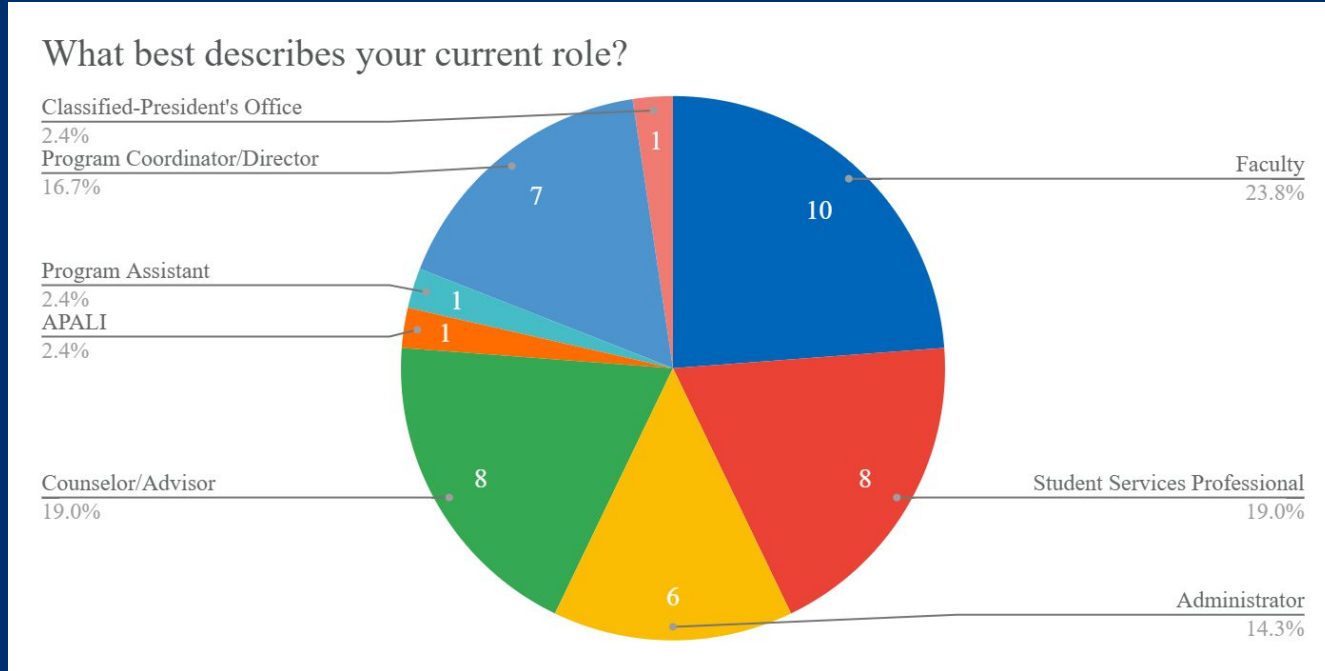
**Tyler Remillo**  
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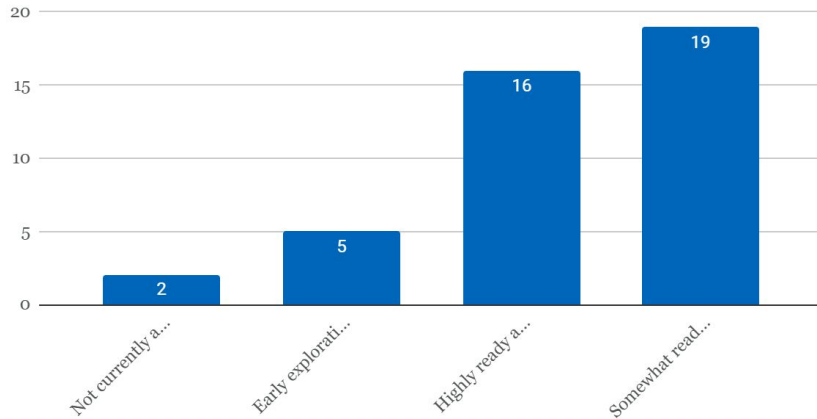
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# FoundationCCC + APALI Survey Highlights

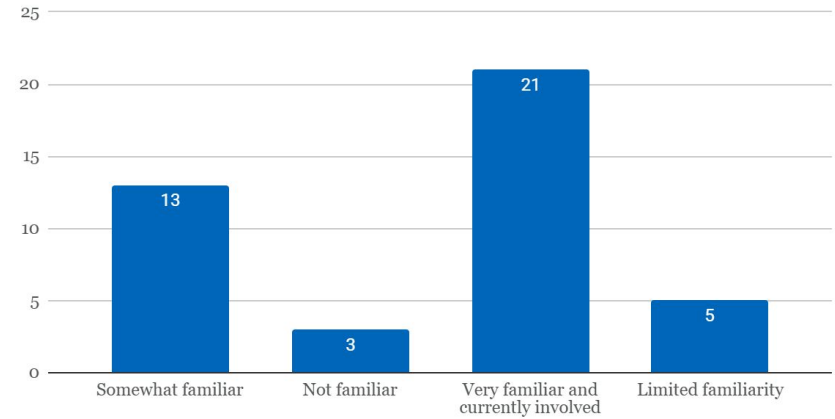


# FoundationCCC + APALI Survey Highlights

How would you describe your institution's readiness to expand or develop initiatives related to AANHPI student leadership?



How familiar are you with student leadership development initiatives focused on AANHPI students?



# APALI SLAY Team



**Michael Chang**  
Founder Executive Director



**Dennis Chiu**  
Co-Executive Director  
APALI alumnus 2012



**Kimberly Lam**  
Senior Coordinator, SLAY  
APALI alumna 2019



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# Webinar Agenda

- Welcome
- Opening + Community Building
- SAP Legislation & Student Leadership Training
- FCCC-APALI Partnership
- FCCC-APALI Survey Results
- APALI SLAY PROGRAM
- Centering Mindfulness
- APALI Pedagogy Model
- What is Participatory Learning
- SLAY Experience: Kimberly Lam's Story
- Activity Demonstration: Five Fingers
- SLAY 2026 NorCal AANHPI-SAP Student Leadership Development Conference
- College Input: SLAY 2027 AANHPI-SAP Student Leadership Development Program (online)
- Community Building Conversation
- Reflections
- Closing



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# APALI and SLAY

- Founded in 1997, the Asian Pacific American Leadership Institute (APALI) is a nonprofit organization with a mission to increase civic representation through leadership development and community building.
- APALI's college student leadership programs began in 1999 and have over 1,500 graduates.
- In 2026, APALI's Student Leadership Academy of Young Adults (SLAY) provides student leadership development for 51 California community colleges with AANHPI Student Achievement Programs.
- Other SLAY training opportunities for college students include an annual NorCal AANHPI Student Leadership Development Conference and a TALA Fellows program for leadership development and career mentorship.
- APALI also presents core civic leadership programs for adults, supports a network of 500+ active alumni and 100+ elected Fellows, and convenes an annual public policy summit.



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# Centering Mindfulness



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# Why Student Leadership Development

APALI's student leadership development results in:

- Understanding AANHPI history, community, and identity.
- Developing positive self-awareness, confidence & agency.
- Empathy and engagement in college and community.
- College persistence and completion.
- A greater sense of personal values, career direction and life success.



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# APALI PEDAGOGY MODEL



# Learning Impact: Not All Learning Activities Are Equal

- Passive learning fades quickly
- Adults learn best when content is relevant and applied
- Leadership skills require practice, not just information



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# Learner Retention

- **Lecture** 15–25%
- **Reading** 20–35%
- **Video (storytelling)** 25–40%
- **Demonstration (modeling)** 35–55%
- **Discussion** 55–70%
- **Simulation (role playing)** 65–85%
- **Creation (proposing)** 75–90%
- **Teaching (leading)** 80–95%

# What is Participatory Learning?

Participatory learning is an educational approach centered on active engagement, collaboration, and the co-creation of knowledge, where learners take an active role in defining their education rather than passively receiving information, with emphasis on learning by doing, dialogue, and social interaction.



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# Participatory Learning

- Active Engagement which means that program participants are always in the “driver’s seat”, using simulations, hands-on activities, problem solving whether it be sharing experiences or collaborating in policy and campaign workshops.
- Collaborative Learning and Contextualization which emphasize participant wisdom when problem-solving is situated in the learner’s own context as well as the power of peer teaching.
- Empowerment and Equity which enables marginalized participants with agency. The teachers’ main role is to be facilitators encouraging dialogue and supporting participants.



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# Conventional vs. Transformational Model

Conventional	Transformational
Teacher centered	Participant centered
Content over process	Content & process balanced
One to many (Instructor → students)	Many to many (learning community & bonding)
Intellectual & conceptual work	Holistic & identity related mind & heart
Frameworks to address real-world issues	Inclusive solutions to real-world issues

Source: *Life-Changing Workshops: 2020*



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# Why APALI Programs Prioritize Engagement over Presentation

Move learners from:



- Even small shifts from lecture to discussion improve retention
- Simulations and creation build confidence and readiness

# What This Means for Civic Leadership

Learning is achieved when learners:

- Discuss real civic challenges
- Practice decision-making and negotiation
- Create tangible outputs
- Lead or explain ideas to others



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# Recommended Session Mix

## For a 2–3 hour training session

- 15% Framing lecture or expert input
- 20% Case, reading, or video
- 30% Facilitated discussion
- 25% Simulation or group problem-solving
- 10% Creation or public commitment



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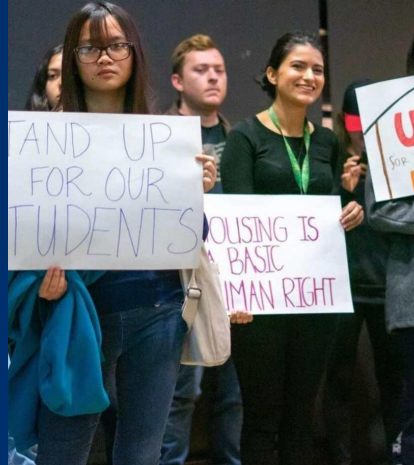
# SLAY Experience: Kimberly Lam's Story



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# SLAY Experience: Kimberly Lam's Story



DE ANZA STUDENT GOVERNMENT

## FIGHTING ANTI-BLACKNESS PANEL

JUNE 4TH, 3-5 PM (PST)

**ADDRESSING**  
ANTI-BLACKNESS IN  
EDUCATION, THE COMMUNITY  
AT LARGE, AND HOW TO TAKE  
ACTION AGAINST IT

**RSVP**  
<https://tinyurl.com/5ez3z27>

# MEASURE G

WILL ALLOW FOOTHILL & DE ANZA TO MAKE  
BADLY-NEEDED REPAIRS, AND  
UPGRADE & BUILD FACILITIES!

\*Bond measures are the main way publicly-funded institutions like  
schools grow and improve.-- De Anza was built from a bond  
measure! It's been 15 years since our last bond.



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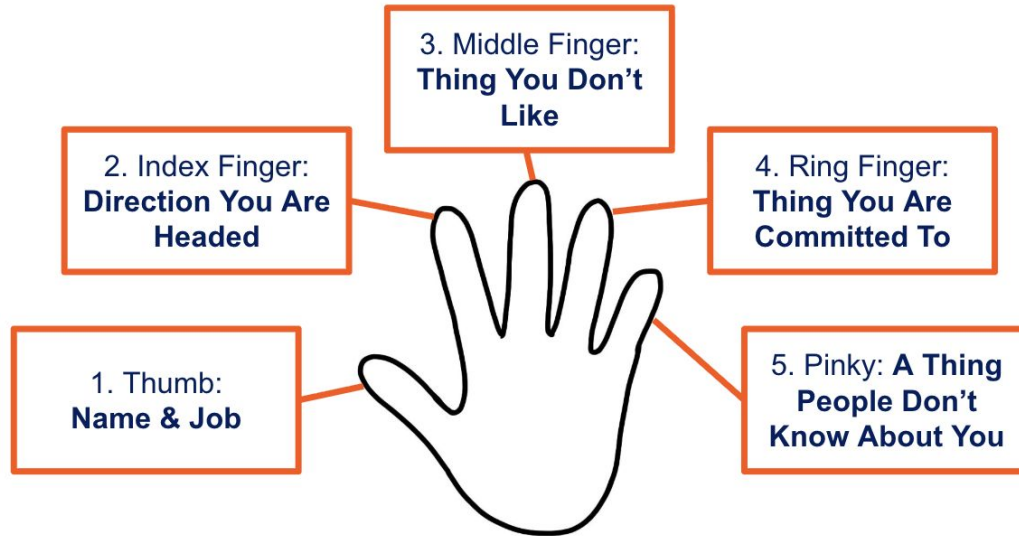
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# Activity Demonstration: Five Fingers

## Five Fingers Icebreaker



# SLAY 2026 NorCal AANHPI SAP Student Leadership Development Conference

- 3rd annual NorCal Student Leadership Development Conference will be on Saturday, October 17, 9 am - 4 pm at De Anza College.
- Expected participants include teams of 20 students plus SAP staff from 10+ college institutional partners.
- Conference will feature inspirational & team building plenary, leadership workshops and mentoring workshops.
- In past post-conference survey, 86% of students were more confident in their leadership ability and 92% rated the mentorship workshops as very good or excellent.



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# SLAY Video: Student Leadership Development Conference



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# College Input: SLAY 2027 Student Leadership Program

- Proposed online program provides access to all college students.
- Participating colleges SAP programs provides sponsorship for a certain number of students.
- Based on the APALI Pedagogy Model, online program engages and empowers students.
- Pre-program and post-program surveys provide data on impact for students.



# Q&A Community Building Conversation



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# Reflections



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# Thank you!

See again next week on Friday, May 8



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