HSI-Equity-Professional Learning UPDATES

President's Cabinet - Nov. 17, 2020

Now Is The Time! More than ever our community needs to live up to the mantra: "Leading College of Equity and Excellence".

- Global Pandemic
- Heightened Awareness of Racial Injustice
- Anti-Blackness Agenda
- Extreme Political Discord

What is the definition of Excellence?

2020 SET Agenda

- Review of Equity Plan - Statewide Call to Action
- Partnering with Pathways to Promote Equity Minded Strategies
- Equity Institute

SET Committee:
https://www.sdmesa.edu/about-mesa/governance/committees/student-success-and-equity-committee.shtml

WE ARE *Mesa*

The Leading College of Equity and Excellence

Executive Summary

2019 - 2022 **EQUITY PLAN**
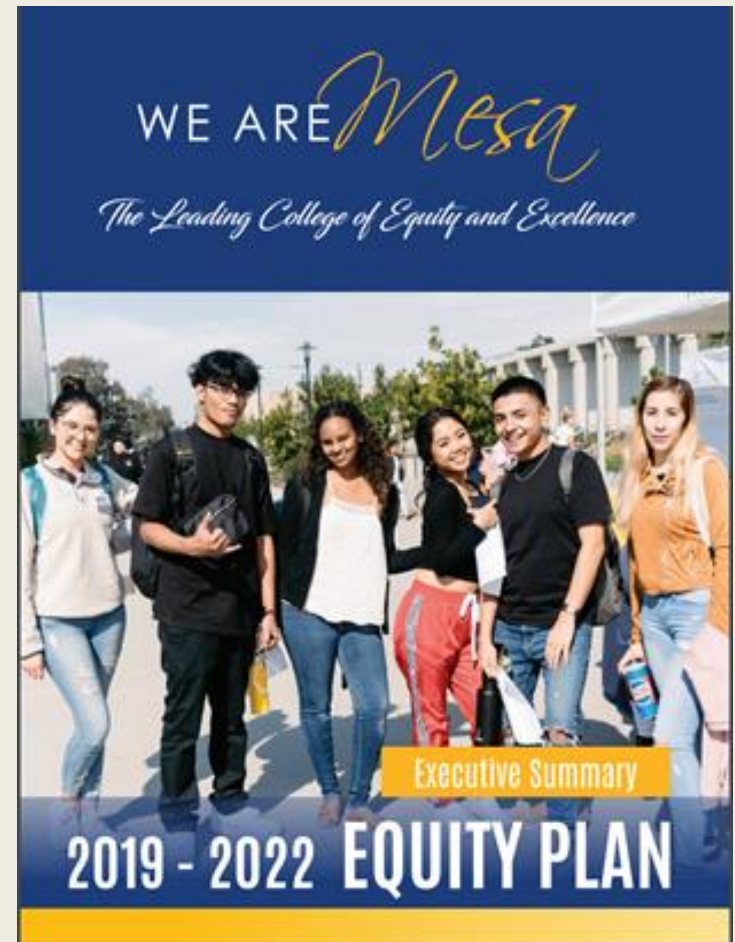
Construction/Remodel

-STEM Center Expansion in the Learning Resource Center;

-Innovation Research Lab;

-HSI-Commissioned Artwork for five public areas on campus

Programs / Services:

-STEM Peer Mentoring;

-Engineering Workshops;

-STEM Core, new math sequence;

-STEM Teacher Education Program launched

HSI Outcomes & Capacity Building

Data Dashboards

1) STEM Peer Mentoring -

https://www.sdmesa.edu/about-mesa/institutional-effectiveness/institutional-research/data-warehouse/STEMPeerMentoringDash.shtml

1) HSI & Equity - https://www.sdmesa.edu/about-mesa/institutional-effectiveness/institutional-research/data-warehouse/HSIEquityDash.sht

Student Surveys (Results)

1) Students receiving STEM services [tinyurl.com/Fall-Evaluation-01]
2) STEM Tutors and Peer Mentors [tinyurl.com/Fall-Evaluation-02]

Infographic

Addressing the Gaps as an HSI

Fall 2014 - Fall 2018

www.sdmesa.edu/hsi

Over a four year period...   **FA14** (Baseline) | **FA18**

Representation

Latinx student representation on campus grew by 5 percentage points — 33% | 38%

Student-to-contract faculty gap widened by 5 percentage points — -21% |⟷| -26%

Sources: Student Characteristics Dashboard & CCCCO DataMart

Gap represents the difference between the proportion of Latinx contract faculty and Latinx students.

Equity gaps represent the difference between the rate for all students and the rate for Latinx students only.

Course Success

Overall course success rate of Latinx students increased by 2 percentage points — 65% | 67%

Equity gap narrowed by 1 percentage point — -5% →|← -4%

Online course success rate of Latinx students increased by 4 percentage points — 56% | 60%

Equity gap narrowed by 3 percentage points — -14% →|← -11%

Math course success rate of Latinx students increased by 4 percentage points — 51% | 55%

Equity gap widened by 1 percentage point — -5% |⟷| -6%

Sources: HSI & Equity Dashboard & Course Outcomes Dashboard

Transfer Level Completion

Math transfer level course completion by Latinx students within their first-year increased by 9 percentage points — 13% | 22%

Equity gap remained unchanged — -4% | | -4%

English transfer level course completion by Latinx students within their first-year increased by 24 percentage points — 25% | 49%

Equity gap closed — -3% →|← 0%

Source: Math & English Placement Dashboard

Retention

Fall to Spring retention remained constant for Latinx students — 72% | 72%

Latinx rate is 2 percentage points above the overall rate — 0% ⟶ +2%

Sources: HSI & Equity Dashboard

Awards gap represents the difference between the proportion of Latinx students at Mesa and the proportion of awards conferred to Latinx students.

Completion & Transfer

Mesa awards conferred to Latinx students increased by 10 percentage points — 28% | 38%

Award rates correspond to the entire academic year (not just the fall terms).

Awards-to-campus representation gap closed — -5% →|← +1%

UC acceptance rate of Latinx-California Community College transfer applicants increased by 7 percentage points — 67% | 74%

Equity gap narrowed by 1 percentage point — -3% →|← -2%

Sources: Mesa Awards Dashboard & UC InfoCenter

Proyecto Éxito | **STEM Conexiones**

CRUISE
From 2016/17 through 2018/19...

2,047 Participants | **46-55%** Latinx

70% Course Success of Latinx-Summer CRUISE Participants ≫ ▲**9** percentage points higher than their first-time to college Latinx counterparts

86-91% Fall-to-Spring Retention of Summer CRUISE Participants ≫ ▲**17-22** percentage points higher than their first-time to college counterparts

Source: Mesa CRUISE Dashboard

Most valuable aspect of CRUISE:

"Being able to know the resources offered here at Mesa and that I'm not alone. I have my peer navigator and staff that can help me navigate my first year."

-Summer CRUISE 2019 Participant

STEM Peer Mentoring
In 2019/20...

446 Participants | **35-37%** Latinx

62% Math Course Success of Latinx-Peer Mentoring Participants ≫ ▲**8** percentage points higher than their Latinx non-participant counterparts

Source: STEM Peer Mentoring Dashboard

Most valuable aspect of Peer Mentoring:

"Being able to connect with someone that has gone through exactly what I was experiencing with school made it feel less intimidating. I felt more prepared and confident with tackling my most challenging classes."

-Fall 2019 Peer Mentoring Participant

Mathletics
From 2017/18 through 2018/19...

167 Participants | **33-52%** Latinx

69% Math Course Success of Latinx Mathletics Participants ≫ ▲**11** percentage points higher than their Latinx non-participant counterparts

Source: Mathletics Dashboard

Mathletics student testimonial:

"With Mathletics now, I've already passed all of my pre-algebra courses and even tested out of one of the classes, and now I am in statistics. Thanks to Mathletics and their team, I'm now able to transfer a year earlier than expected."

-Summer 2018 (& prior) Mathletics Participant

STEM Center Tutoring
In 2019/20...

1,801 Participants *Unduplicated* | **41%** Latinx

67% Math Course Success of Latinx-STEM Center Tutoring Participants ≫ ▲**12** percentage points higher than their Latinx non-participant counterparts

Source: STEM Center Tutoring Dashboard

STEM services recipient's sense of belonging:

" I wasn't very confident I belonged when I first started school at Mesa but through getting involved on campus and with the tutoring program I know now I belong and can be successful!"
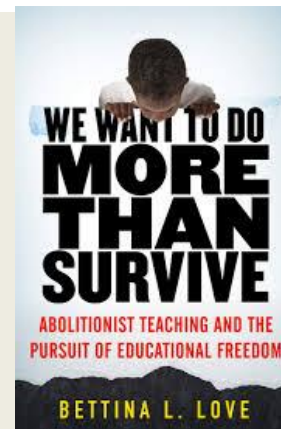
-Fall 2020 STEM Center Tutoring Participant

#HumanizeData

PROFESSIONAL LEARNING & EQUITY

★ Fall Flex Week
★ A2MEND - Reform & Dismantle
★ Speak Out Now Summer Institute
★ Mesa Reads: We Want to do More than Survive
★ Classified Calling into Action
★ Mesa Buddies
★ Best Practices in Developing & Delivering Equity Minded Assignments

Professional Learning & Equity

➔ **Leaders Engaging in Equity Practice** - Online Spring 2021!

➔ **Equity Institute**
  ◆ Basics
  ◆ General ED
  ◆ Deeper Dives

➔ **Scholars in Residence**

➔ **Equity Compadres & Comadres (in development)**

➔ **Curriculum Equity & Excellence Review**

Leaders Engaging in Equity Practice 2021

📢 Announcements   ★ Syllabus   🗂 Modules   💬 Q&A Forum

Welcome to Leaders Engaging in Equity Practice!

Leaders Engaging in Equity Practice (LEEP) intended to build community and learn about the different perspectives, theories, and current state for equity in other contexts.

Someone can demonstrate equity mindedness in ways that are NOT listed in a text or shared in a presentation. This course is an opportunity to inquire into your practice and take this opportunity to (re)construct ways to build our community and achieve equity through a continuous inquiry process.

Please start at our Orientation.

Facilitator Information:

Janue Johnson, Professional Learning Coordinator

Larry Maxey, Dean Student Success & Equity

Our Weekly Modules
- Please Start Here: Orientation
- Wk 1 | enter wk 1 dates
- Wk 2 | enter wk 2 dates

I want to support by...

➔ Collaborating with PL committees or task force to support equity initiatives.
➔ Leveraging the resources that are within the schools to create learning agendas…
➔ Sharing my ideas!

We can support!

Action Items...

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1. Invite us to speak / meet with your faculty at an upcoming dept meeting;
2. Send an email to support Equity focused Professional Learning
3. Use the **HSI & Equity dashboard** in your Program Review;
4. Attend a Campus Employee Learning **or** Success, Equity, & Transformation Mtg;