



# HSI-Equity-Professional Learning UPDATES

President's Cabinet - Nov. 17, 2020

WE ARE *Mesa*  
*The Leading College of Equity and Excellence*

SAN DIEGO  
**MESA COLLEGE**  
LOFT



# Equity & Excellence

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?

**EQUITY**

At San Diego Mesa College, We Strive to be the Leading College of Equity and Excellence

*Equality*

*Equity*

At San Diego Mesa College, equity is a fundamental value and goal, as well as a student-centered approach to fostering a culture of success. In our roles as faculty members, student services practitioners, staff, and administrators, we pursue equity through principles of inquiry and data-informed decision-making.

At Mesa, we will achieve equity when we see parity in outcomes across racial and ethnic groups, and all historically marginalized students within higher education. We work within integrated and equity-minded systems to ensure that everyone has what they need to succeed during their time at Mesa College.

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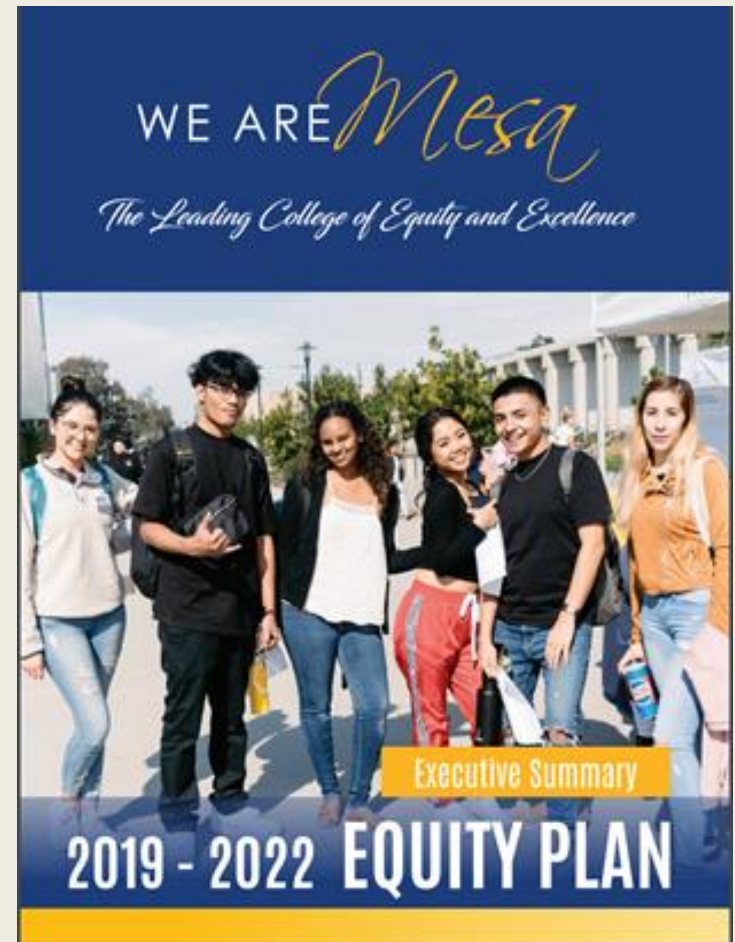
For an in depth consideration of how we define equity, and for more information, please go to:

# 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>





# HSI Initiatives (*Title V, Title III STEM*) 2019-2020 Projects Completed



## **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.html>

- 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](https://tinyurl.com/Fall-Evaluation-01)]
- 2) STEM Tutors and Peer Mentors  
[[tinyurl.com/Fall-Evaluation-02](https://tinyurl.com/Fall-Evaluation-02)]

## Infographic

*Addressing the Gaps as an HSI*

*Fall 2014 - Fall 2018*

[www.sdmesa.edu/hsi](http://www.sdmesa.edu/hsi)

# ADDRESSING THE GAPS AS AN HSI

San Diego Mesa College

Over a four year period...

FA14 | 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%

Source: Student Characteristics Dashboard & CCCC 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%

Source: ISI & 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%

Source: ISI & 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%

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%

Source: Mesa Awards Dashboard & UC InfoCenter

Office of Institutional Effectiveness



# HSI INITIATIVES IN ACTION

San Diego Mesa College

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

## 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 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

## 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!"

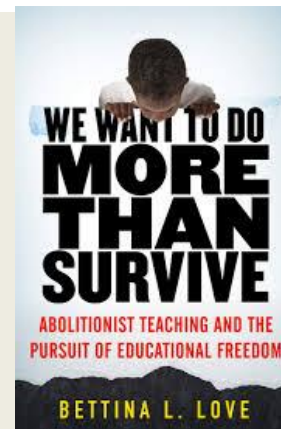
-Fall 2020 STEM Center Tutoring Participant

Office of Institutional Effectiveness



# 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



## Call for Submission

**VIRTUAL STUDENT SHOWCASE: Cajita Altars & Balikbayan Boxes**  
In celebration of *Dia de los Muertos* & *Filipino Heritage Month*

**SHOWCASE EVENT:**  
Tuesday, November 3, 2020  
9:30AM-11:00AM

*Dia de los Muertos Cajita Altars & Balikbayan Boxes*

An event celebrating our culture and sharing how to leverage our cultural skills and knowledge for academic success and career preparation.

Join us on Facebook Livestream @ Mesa College Art Gallery

**WHEN CAN I VIEW THE WEBSITE?**  
The Virtual Student Showcase website will be live to the public on Monday, November 2, 2020.

**WHAT IS THE STUDENT SHOWCASE?**  
A virtual space for Mesa students to

- share their personal Cajita Altars and Balikbayan Boxes in celebration of *Dia de los Muertos* & *Filipino Heritage Month*
- share artwork exploring their own or another culture
- celebrate our cherished cultural rituals, practices, and remembrances as a community

**QUESTIONS?**  
Alessandra Morteuzama - amorteza@sdccd.edu  
Jenny Armer - jarmer@sdccd.edu  
Jennifer Denilo - jdenilo@sdccd.edu  
Kaitlin Choi - kchoi@sdccd.edu

**WHERE DO I SUBMIT MY IMAGES?**  
tinyurl.com/CajitaBalikbayan

**WHEN IS THE DEADLINE?**  
Friday, November 6, 2020 at 12:00 PM

SAN DIEGO MESA COLLEGE  
Work-Based Learning

SpeakOut Flex Workshop #5815

## Service Learning & Sentipensante Pedagogy

**FRIDAY, NOVEMBER 6TH, 10AM-12PM**  
<https://cccconfer.zoom.us/j/3690874293>

"Educating for wholeness, social justice and liberation." - Laura Rendón

You are invited to join us and explore how to conceptualize and manifest the artist, activist, healer, and humanitarian in yourself and your students.

Examples will be shared by colleagues who embraced service learning to facilitate rich learning experiences that connect to the wholeness of our humanity and community.

Questions?  
Contact Jill Moreno Ikari, jmorenoi@sdccd.edu; Pegah Motaleb, pmotaleb@sdccd.edu; Jennifer Denilo, jdenilo@sdccd.edu; Kaitlin Choi, kchoi@sdccd.edu

Liked by rayglz and 26 others  
many\_gls Today we took a break from planting new veggies and cleaned up the garden a bit from weeds. This was no joke! Lol but the feeling you get after being done and seeing your work is like no other plus I made a new friend! I named him "woody" haha #servicelearning #volunteering

## TRANSITIONING FROM ANTI BLACKNESS TO PRO BLACK



**Dr. Tommy Curry**  
*The Man-Nix Race, Class, Genre, and the Dilemmas of Black Manhood*



**Dr. William A. Smith**  
*Racial Battle Fatigue*

**Saturday, November 21<sup>st</sup>, 2020**  
**11 a.m. PST**

This session will include moving beyond compliance measures of assessing institutional accountability. Statements of solidarity acknowledging Black lives matter are a start in the right direction. However the acknowledgement of the humanity and existing of black lives is baseline and the minimum. Scholars and experts will push forth the idea of having a baked in approach as opposed to a sprinkled on take on how to uplift black lives in your respective spaces. Authentic allyship and solidarity work will be explored on how to ensure Black lives are honored, respected and valued, more than just mattering.

Register Here: [eventbrite.com/e/transitioning-from-anti-blackness-to-problack-tickets-126619549481](https://eventbrite.com/e/transitioning-from-anti-blackness-to-problack-tickets-126619549481)  
Cost: \$35

Follow us!  
@A2MEND2006 @A2MEND

For more info: [WWW.A2MEND.ORG](http://WWW.A2MEND.ORG)  
Proceeds will go towards forwarding the mission of A2MEND including but not limited to scholarships and mentorship program

## A Classified Calling In to Action



a Mesa Classified Professional conversation about ideas, practices, and steps to create a more equitable, anti-racist institution of higher ed from where we sit stand

# 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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619-388-5012



Dean Larry Maxey  
Student Success & Equity  
[lmaxey@sdccd.edu](mailto:lmaxey@sdccd.edu)  
619-388-2884



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;