#### Mesa College "The Leading College in Equity and Excellence"



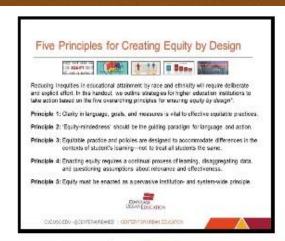
## Defining Equity & Telling Our Story

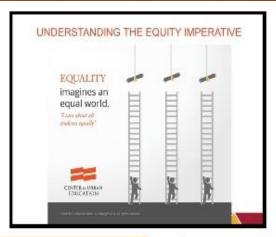
# Agenda



- 1. How do we define equity as a college community
- 2. How does the definition fit with the work on GP?
- 3. Moving the needle
- 4. Telling our story (Theme for 2018/2019)
- 5. The Stand, Farmers Market, Direct Support











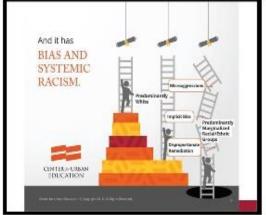














# Equality



### Center for Urban Education (CUE)

03

Provided an in-depth analysis of six equity efforts between **Sept. 2017-June 2018** 

### Shared Definition of Equity

#### **Expanded Equity Definition**



At San Diego Mesa College, equity is a fundamental value and goal. We will know we have achieved equity when we see parity in outcomes across racial/ethnic student groups, as well as other groups that have been historically marginalized within higher education. Our commitment to equity requires that minoritized students have access and support across all campus systems, from application to completion. We aim for equity in access and opportunities for all.

At Mesa, equity is student-centered. Our professional community respects students and their contributions, listens to students, and responds to students' different needs without stereotyping. We aim to provide opportunity to all students regardless of their educational goals. We are here to set students up for success and we acknowledge all the different facets of our students' identities.

We pursue equity through a culture of inquiry and data-informed decision making in the classroom and across campus areas. We are working to approach difficult conversations about systems of oppression with skill and humility. Mesa is committed to developing interventions based upon robust data collection and following through on our new ideas with inquiry into the success of their implementation. We aspire to work within integrated and equity-minded systems to ensure that everyone has what they need to succeed during their time at Mesa College.

# Defining Equity

**Brief Equity Definition** 



At Mesa, equity is a student-centered approach to fostering a culture of success for historically marginalized students. In our roles as faculty members, student services practitioners, staff, and administrators, we pursue equity through principles of inquiry and data-informed decision making. We will achieve equity when we see parity in outcomes across racial/ethnic groups, as well as other disproportionately impacted groups 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.

## Exercise and Discussion



#### Question:

Does this definition of equity fit into the discussion on guided pathways? If so how, if now, why?

How might this definition influence how the work is done?

#### CS

## Assessment of Progress – Completion (2015/16 to 2016/17)

- ☐ Increase for African American students 37% to 40.4%

- Significant Increase for DSPS from 38.1% to 49.5%

#### CS

## Assessment of Progress – Completion (2015/16 to 2016/17)

While we do not have cohort data for Veteran Students, we find that the overall success rate for this group is at 79% for Fall 2016/17 as compared to 70% for the general student population. Additionally, Veteran Students have a higher overall GPA, 2.78 while the GSP is at 2.71.

#### CS

## Assessment of Progress – Degree Attainment (2015/16 to 2016/17)

- □ Increase for African American students 9.3% to 13.6%
- Decrease for Pacific Islander from 19.8% to 14.2%, however there was more than a 21% increase in the overall success rate for Pacific Islander students over the same period of time, indicating a much higher degree of transfer

### CS

## Assessment of Progress – Transfer Rate (2015/16 to 2016/17)

- ☐ Increase for DSPS, 18.6% to 28.3%

## Telling Our Story:



# As the Leading College of Equity and Excellence 2018/19 Theme

## Telling Our Story **Equity Programs**

- **™** Borderless Scholars
- Register Scholars

- (CRI)
- Direct Support Program
- **™** Financial Literacy Initiative
- Program
- Math Acceleration Project
- **Mathletics**
- Multiple Measures

Assessment Project

- CR MT2C
- Equity
- Reer Navigator Program
- Second Year Experience (SYE)
- **Summer Cruise**
- CR The LOFT
- CR The Stand

# Telling Our Story

#### **Funded Grant Activities**

- Career Center Clothing Drive
- Connecting African American Students w/ Transfer Destinations (Transfer Center)
- Critical Campus Conversations (Communications)
- Curtis Chin Guest Lecture Event (Social & Behavioral Sciences)
- Diversity Marketing Campaign (CDAIE)
- OSPS Graduation Celebration
- Equity Through Tech and Support (Math & Science)
- Forest Service Field Trip (SEEDS Program)
- M.E.E.T. on Common Ground (Learning Resource Center)
- Mesa Academy LCOM Resource Support (Black Studies)
- Mesa Honors (Honors Program)
- Mesa Visions
- "Patient Centered Care for Diverse Populations"
- Safe Zones at Mesa (CDAIE)
- Strengths Quest (Classified Senate)
- Student-Athlete Recognition (STAR) Awards (Athletics)
- Student Diversity Club, Lunchtime Social
- The Stand, to Address Food and Clothing Insecurity (SS&E)
- "Unidos Por la Causa: The Chicano Experience in SD" (Chicano Studies)

# Telling Our Story Initiatives

#### **♥** SDICCCA Interns

- Web-site development
- Social media development
- Marketing for equity related programs
- □ LEEP (Leader in Equity & Excellence Professional)

What other ways can we tell our story?

## The Stand

#### The Stand

- Averaged 634 transactions a month
- We provided 18,853 items of food to 894 students
  We provided 1995 items of clothing to 214 students
  Of these, 54% used clothing for a job interview, 69 secured employment

#### Who are our students:

- ≈ 22% are registered with EOPS≈ 18% are registered with DSPS
- 9% are athletes at Mesa
- **∞** 2% are veterans
- ≈ 2% are international students
- 2% are former foster youth
- ≈ 25% have at least 1 dependent

## Farmers Market

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Farmers Market Data: 10,000 pounds of fresh produce to 705 individuals, 551 identified as students

38% of Spring survey responders who used The Stand also attended the Farmers Market.

## Direct Support Program

### 03

#### Spring 2018

- 59 applications have been received to date this semester.
- 41 Students have received assistance
- \$6063 in assistance has been given out. \$3800 in book vouchers,
   \$1650 for food, \$185 for printing and 428 for transportation (Not including the EOPS students)
- \$375.00 is the largest single amount awarded.
- First time that 100% of those we have given assistance to have complete assessment and orientation.
- 90% have education plans on file.