



Fall 2022

President's Cabinet Retreat

San Diego Mesa College



Getting Started

As you walk in,

1. Use the sticky notes provided to write in activities that you are involved in/know about that align with our Strategic Objectives
2. Explore the graphs and quotes in our Gallery walk

Roadmap to Mesa2030

Community SO3

Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing

Scholarship SO2

Evaluate and improve Diversity, Equity, and Inclusion practices in classroom environments, campus activities, departments, schools, and administrative units.

Scholarship SO1

Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

Completion SO3

Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes



AGENDA



1. Student Equity Plan - Larry (2:30-2:40)
2. Welcome & Setting the context - Ashanti (2:40-2:50)
3. Principles of Community - Janue & Larry (2:50-3:00)
4. Breakout 1-Case study discussion - Janue (3:00-3:25)
5. Activity 2- Sticky Notes barriers - Bridget (3:25-3:40)
6. Break (3:40-3:50)
7. Courageous Leadership - Ashanti (3:50-4:00)
8. Breakout 2: Pause & Reflect - Bridget (4:00-4:20)
9. Wrap-up & Commitments - Ashanti (4:20-4:30)



1

Setting the Context





EQUITY AND EXCELLENCE
EQUITY TALK TO EQUITY WALK
COURAGEOUS LEADERSHIP
OUR STUDENT
OUR COMMUNITY



#bebold #becourageous #courageofconvictions #dowhatisright

“

Between stimulus and response there is space.
In that space is our power to choose our response.
In our response lies our growth and freedom.

Viktor E. Frankl

”

2

Principles of Community



3

Breakout! Case Studies



4

Activity Barriers & Progress Stoppers



Time to get moving!

What barriers or progress stoppers have you faced or do you anticipate facing (e.g. culture, process, resources, etc.) to completing or making progress on these projects?

Use sticky notes and add to posters

5

Break





6

Courageous Leadership



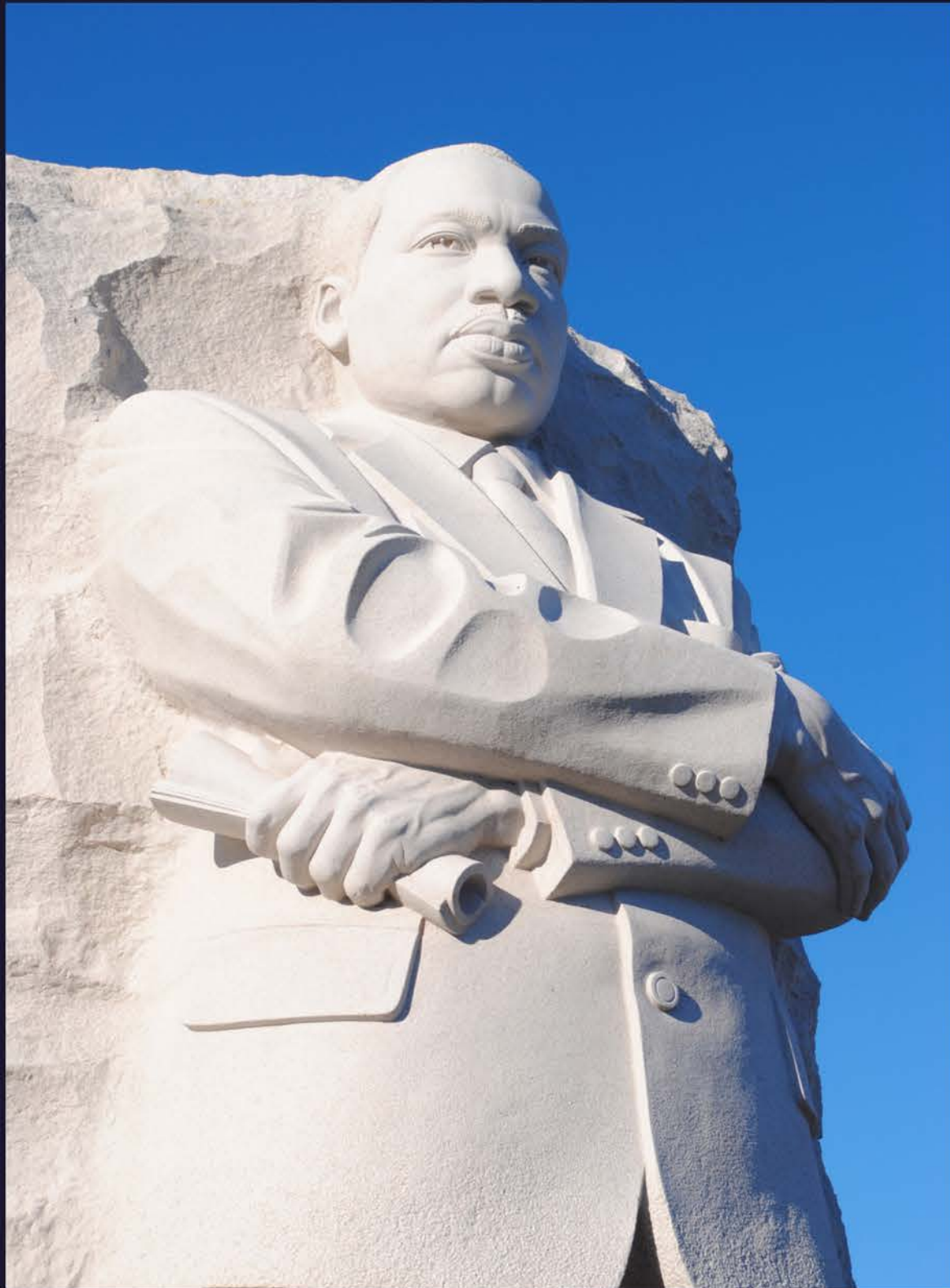
Know your why





“When you know your why, your what has more impact because you’re walking in or towards your purpose.”

– Michael Jr.



May I stress the need for courageous,
intelligent, and dedicated leadership...
Leaders of sound integrity. Leaders not in
love with publicity, but in love with justice.
Leaders not in love with money, but in love
with humanity. Leaders who can subject
their particular egos to the greatness of the
cause.

— *Martin Luther King* —

AZ QUOTES

COURAGEOUS LEADERSHIP

Having the courage to seek and receive feedback

Having courage of convictions

Being prepared to let go of 'precious practices'

Having the courage to innovate

Having the courage to admit mistakes

Having the courage to challenge yourself to be different and think differently

Having the courage to have difficult conversations

Having the courage to step out of unproductive or unhelpful situations



WHY COURAGE MATTERS



"the courage to chart a new course, the courage to do what is right and not just what is popular, the courage to stand alone, the courage to act, the courage ...to 'speak truth to power.'" ...the time will inevitably come when you must stand alone. When you must say, 'This is wrong' or 'I disagree with you and, because I have the responsibility, this is what we will do.'"

- *Robert Gates, Former Defense Secretary*



#noregrets #solveproblems #protectothers
#avertdisasters #opportunities
#innovation #legacy #growth

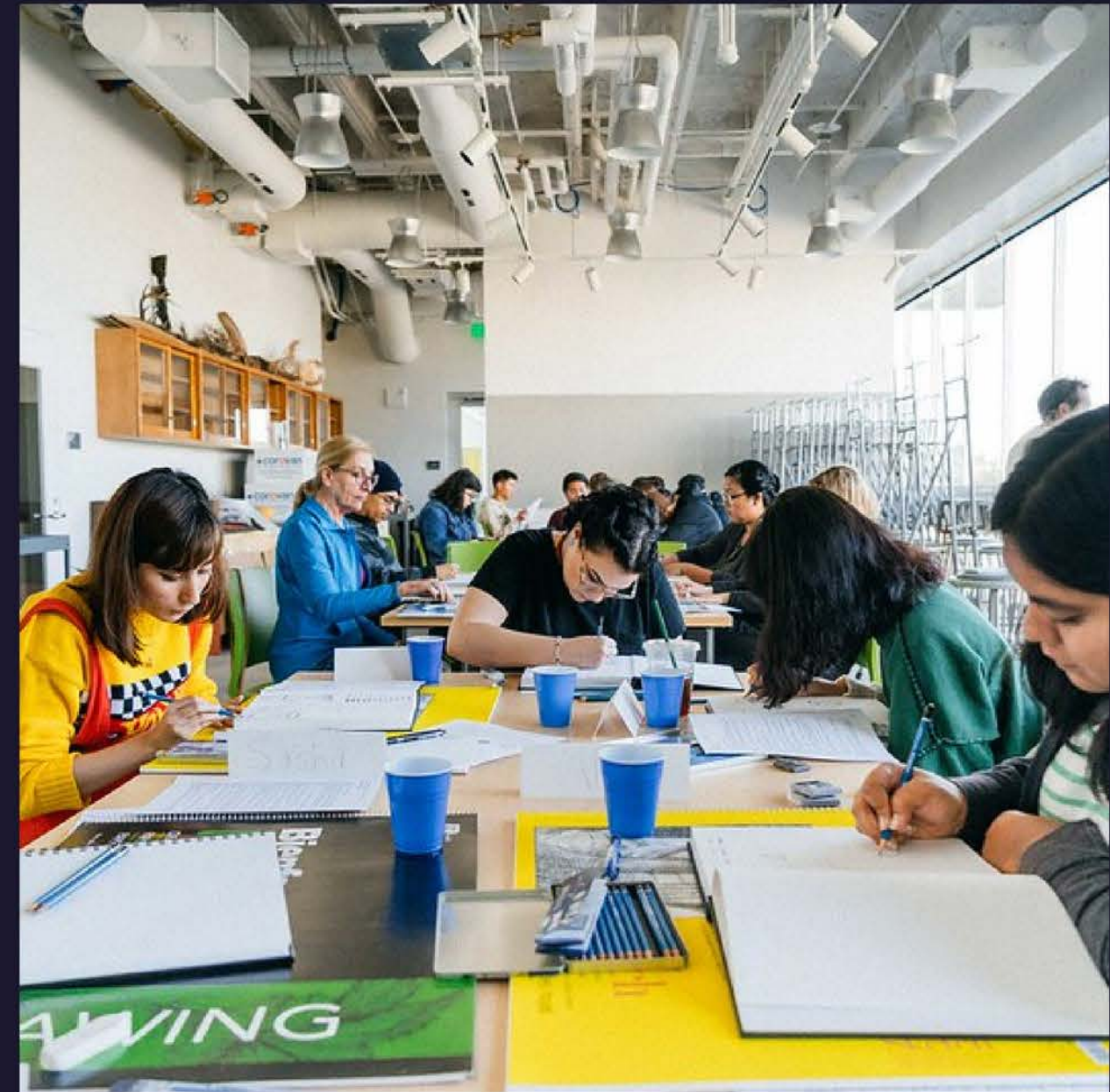
- Courageous leadership is not comfortable. You will fall and skin your knee. But courage
- is contagious. Every time we choose courage, we make everyone around us a little better
- and the world a little braver. - Brene Brown

As leaders, we need to work out what our own version of a courageous leader looks like and consistently strive to stay in that space.

-
- If not you, then who? If not now, then when?
-

7

Breakout 2 Pause & Reflect



Pause & Reflect

1. Select 2-3 Barriers from the poster
 2. Using the Crucial Conversations Handout as your guide, discuss how the Barrier/Progress stopper impacts your work
-



Innovate & Dream

1. What solutions can you think of to help build momentum, advance progress, etc.?
2. Move to Action

8

Wrap-up & Commitments



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Having the courage to step out of unproductive or unhelpful situations

#bold

#courageous

#courageofconvictions

#goodtrouble

#doingwhatisrightforourstudents

#equityandexcellence

