



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

# **SAN DIEGO MESA COLLEGE STUDENT EQUITY PLAN SUMMARY 2022-2025**

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The 2022 Equity Plan maps directly to our Comprehensive Strategic Plan. The vision of the college is to be the leading college of equity and excellence, educating students to shape the future. The commitment to equity and excellence is demonstrated by an ongoing process of programmatic and pedagogical innovation, ongoing conversations that address metrics, culture, actions, and language, and streamlining structural processes.

Activities are funded by combinations of the general fund, funds from the Student Equity and Achievement Program and other categorical programs, and grant funds. Thus, eliminating equity gaps will be based on intentional institutional practices not limited to funding sources.



Our Commitment:	
•	We view students from an asset-based perspective
•	We view our work through an equity lens
•	We are committed to addressing and eliminating systemic barriers



# *How we define equity*

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 and all student 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.



## SAN DIEGO MESA COLLEGE



# TARGET GROUPS

## Enrollment:

- Black or African-American
- Hispanic or Latino/a/x
- Asian, Native Hawaiian or other Pacific Islander

## Transfer-Level Math & English:

- Black or African-American
- Hispanic or Latino/a/x
- Asian, Native Hawaiian or other Pacific Islander

## Retention:

- Black or African-American
- Hispanic or Latino/a/x



## Completion:

- Black or African-American
- Hispanic or Latino/a/x

## Transfer:

- Black or African-American
- Hispanic or Latino/a/x
- Asian, Native Hawaiian or other Pacific Islander

# 2022-2025 EQUITY GOALS



## YEAR 1 & 2

Rebuild Community and Sense of Belonging for our Disproportionately Impacted groups to be measured by qualitative means



## YEAR 3

5% Closing of all equity gaps for each given metric





## ACTIVITIES

Primary focus will be on four key areas, each will map to our Mesa 2030 Comprehensive Master Plan and Mesa College Strategic Plan, Roadmap to 2030, HSI Title III STEM E3: Equity, Excellence, & Éxito, AANAPISI Grants

### CREATING INCLUSIVE SPACES

Creating Inclusive Spaces – Foster a campus environment to raise awareness and develop a sense of community for marginalized groups. Mesa will prioritize addressing racial inequities over discomfort through the creation and support of inclusive spaces.

### LOFT (PROFESSIONAL LEARNING)

Professional Learning/Development Opportunities – Mesa College will continue to provide professional learning/development opportunities that are aimed at addressing equity minded teaching and learning strategies.



# ACTIVITIES

## THE STAND RESOURCE CENTER, BASIC NEEDS

Meeting students' basic needs is critical in supporting students holistically. Students' unmet basic needs can impede academic achievement. Mesa College is focusing its efforts on addressing the challenges students face by addressing financial barriers, food insecurities, housing insecurities, and safety, all while providing culturally relevant systems and programs.



## HSI Title III & Title III Asian American Native American Pacific Islander Grants

We will leverage these U.S. Department of Education grant opportunities to support the success of our Hispanic/Latinx students and our Pacific Islander students.

## GUIDED PATHWAYS

Student Success Teams, Equity, and Data Coaching – Implementation of student success teams to include a Career Peer Ambassador, Faculty Mentor, Career/Transfer Coach, Work-Based Learning Faculty, Career/Transfer Center Supervisor, and Early Alert Technology. Collaborate to plan and implement data-informed, equity-infused practice to support students' education goal completion.



## WHAT IMPEDES EQUITABLE OUTCOMES?

## PROCESS/POLICY/ PRACTICE/CULTURE

- COVID
- Lack of Focus on Race
- Institutional Scope





# WHAT IMPEDES EQUITABLE OUTCOMES

## Covid

01

Covid exacerbated racial inequities that impeded equitable outcomes for marginalized students. The pandemic placed additional stresses and pressures on students, putting many of them at risk. Suspending in-person operations and abruptly shifting to remote and online modalities resulted in virtual learning methods. Students were distanced from the campus, impacting their ability to participate in student organizations, intercollegiate athletics, co-curricular activities, and, most importantly, the ability to access critical student support services. Many students experienced greater racial, social, and health inequities due to the pandemic.

## Lack of Focus on Race

02

Race-neutral approaches impeded Mesa College's efforts to improve minoritized students' outcomes. Mesa will continue to work closely with the office of institutional effectiveness and take a closer look at the equity gaps of the Black or African American, Hispanic or Latino/a, Asian, Native Hawaiian, or Pacific Islanders

## Institutional Scope

03

- Mesa College will continue to work towards increasing the institutional scope of addressing racial inequities. The campus has begun efforts to work towards promoting Black, Latino/a, and APIA student success.
- By creating opportunities and increasing access to minoritized groups (as opposed to all students), we hope to specifically point to the student groups that face larger disparities, including racially minoritized and low-income students.





# SAN DIEGO MESA COLLEGE

## ACTION STEPS

### Covid

01

- The campus continues to transition back from the pandemic and determining ways to better serve our students.
- We have used various resources such as HEERF (Higher Education Emergency Relief Funds) and other federal funds to create intentional spaces for our Black and Latino/a/x student populations.

### Institutional Scope

03

- Mesa College has begun efforts to work towards promoting Black, Latino/a, and APIA student success.
- By creating opportunities and increasing access to minoritized groups (as opposed to all students), we hope to specifically point to the student groups that face larger disparities, including racially minoritized and low-income students.

### Lack of Focus on Race

02

- We have intentionally focused on race and integrated our planning with campus initiatives designed to improve outcomes for our marginalized students.
- Integrations with Mesa Pathways, Mesa 2030, Enrollment Management, and Strong Workforce.





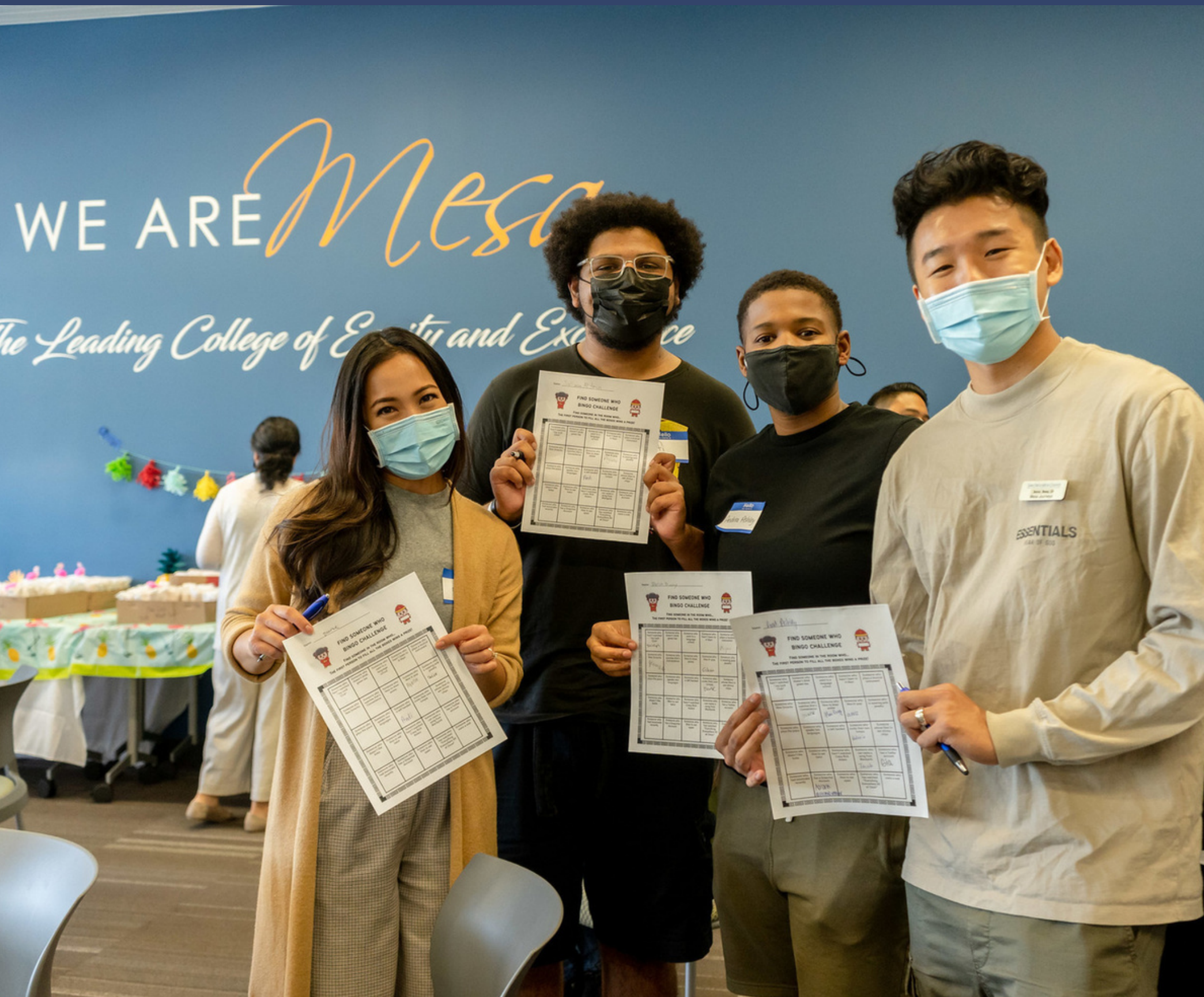


## Student Equity Presentations

- Success, Equity, & Transformation Committee (SET) - 10/21
- President's Cabinet - 11/1
- Academic Senate - 11/7
- Instructional Deans - 11/8
- Chairs Council - 11/30
- Classified Senate - TBD
- Student Services Council - TBD

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**THANK YOU**

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