



SAN DIEGO
MESA COLLEGE

ESCALA QUINCE

ESCALA Moving Towards Serving Program for Hispanic Serving Institution Teams:
Southern California Region

Celebration of Learning
President's Cabinet
05/21/2024

WHO ARE WE?



- **ESCALA Facilitator, Justin**
- **Toni Trejo Parsons (co-lead)**
- **Juan Bernal (co-lead)**
- **Isabel O' Connor**
- **Pati Garcia**
- **Leticia Diaz (behind Pati)**
- **Linda Hensley (behind Isabel)**
- **Ikuko McAnally**
- **Marisa Alioto**
- **Adriana Caetano**
- **Patty Rodriguez**
- **Jenn Moreno**
- **Miguel Murillo Ayala**
- **Amanda Fusco**
- **Jesus Salazar (student)**
- **Pavel Consuegra (not pictured)**



OUR TEAM'S LEARNING FROM THE MOVING TOWARDS SERVING RETREAT

- We learned that we need to be intentional and unapologetic with our efforts in serving our Latine students, and that we have a lot of work to do.
 - What practices were impactful for your team from this program?
 - Cultural introductions
 - Popsicle sticks – equity protocols
 - Recognize your own profile and the differences at individual and team levels
 - Varying ways of delivering exercises for greatest impact
 - Going through the strategic plan and website to find servingness and discovering it was not there
 - Community and team building
- Present to President's Cabinet and develop an intentional committee for centering the Latine experience
- Create positions on the campus to serve as the “glue” that pulls all our efforts together and scales them



OUR *MOVING TOWARDS SERVING* WORK: ACTION STEPS

- Action Steps:
 - Development of Latine Student and Employee Success Committee
 - Campus scan to see where we may be dropping the ball in serving our Latine community
- Data we looked at:
 - Retention, enrollment, and completion data from our college
 - Scan of Mesa 2030 Strategic Plan and website





THE WORK WE HAVE STARTED AND NEED TO CONTINUE

Divided up into four subgroups:

DATA COLLECTION

Data collection from a Latine lens: Adriana (Lead), Amanda, Pavel, Toni

IDENTIFY PROGRAMS/ACTIVITIES

Identify **programs/activities** that are centered on the Latine experience: Juan (Lead), Pavel, Linda, Leticia, Patty

IDENTIFY PLACES

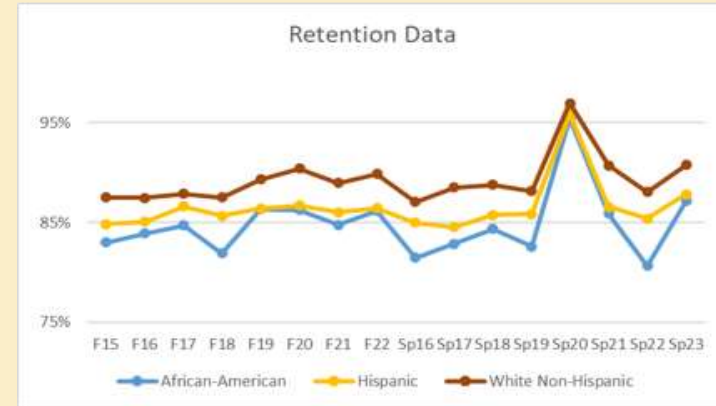
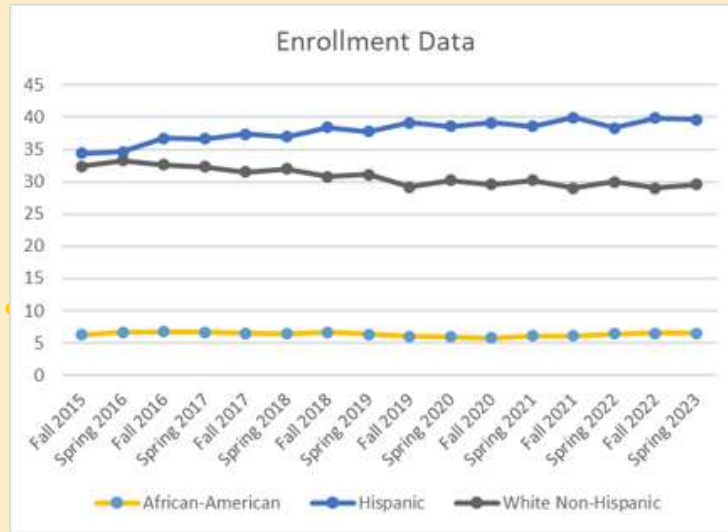
Identify **places** where the Latine experience could be centered and is not: Toni (Lead), Isabel, Marisa, Pati, Ikuko

DEVELOP A COMMITTEE

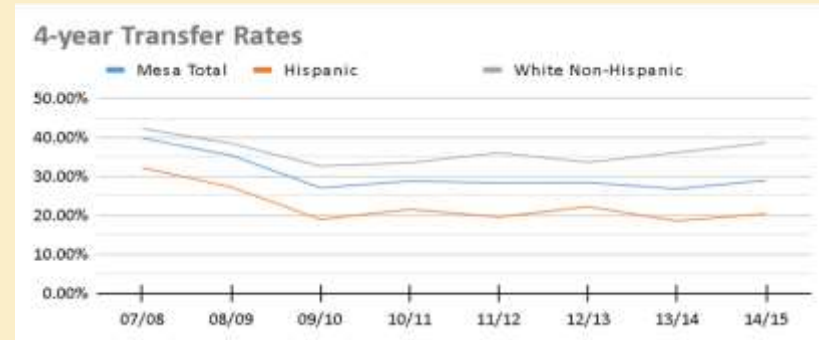
Develop a **committee** centered on Latine student and employee success: Toni (Lead), Jesus, Jenn, Miguel



SPEAKING OF DATA (ESCALA RETREAT, FEBRUARY)



What do you see?



AND SOME MORE...

SUCCESS RATES OF KEY COURSES FOR OUR LARGEST MAJORS

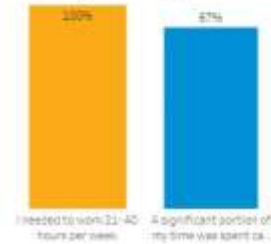


What do all of these graphs have in common?

GRAD SURVEY AND WORK EXPERIENCE DATA

Guiding Question: Why do students make certain choices about their course load and manage the costs? Term: Spring 22

Why did you mostly attend Part-Time?



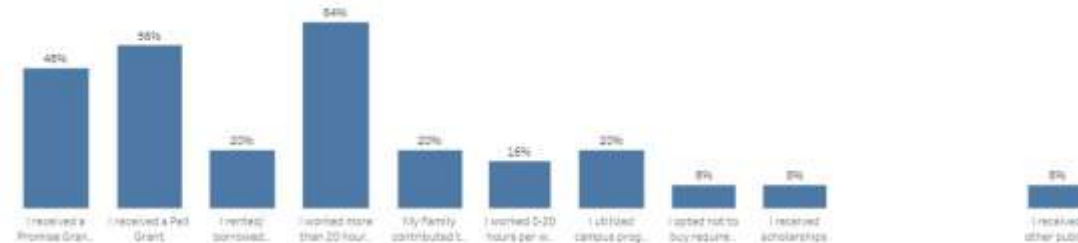
Filter by Gender

(All)

Filter by Ethnicity

Latino

How did you manage the costs of mostly attending full-time?



Impactship!

35% Latine

72% Low-income

45% ESL

45% 1st gen



CAMPUS SCAN

- **Focus on Latine student experience**

- Puente (over 30 years)
- Mesa Impactship
- EOPS & Borderless Scholars (50% Latine)
- MEChA Student Club
- DEBER
- HSI Title III STEM grant (3rd in a row)
- Chicano/a/e Studies
- Chicano/Latino Heritage Celebration Committee
- Raza Grad
- Latine Bienvenida
- Noche de Familia

- **Opportunities for focus on Latine Community**

- Mesa 2030
- Banners
- Artwork
- Website – HSI logo, multi-language
- Bilingual signage around the campus
- Employee representation





LATINE STUDENT AND EMPLOYEE SUCCESS COMMITTEE

- **Mission:** As the Leading College of Equity and Excellence, Mesa College is proud to have been designated a Hispanic Serving Institution. We embrace the cultures, life experiences, and diverse perspectives that our Latine community brings to the institution. We are intentional and unapologetic in the development of programs and practices that strive to meet the various needs of our Latine students and employees. As an HSI, Mesa College is committed to equity and excellence for Latine students in access, success, degree attainment, transfer, and overall experience.
- **Charge:**
 - Actively work toward ensuring Latine students are centered in equity and anti-racist work
 - Provide recommendations to support Latine student achievement and success
 - Provide recommendations and support for increasing the visibility of Latine culture across the campus
 - Work in collaboration with programs across the campus to provide various experiences in and out of the classroom that are Latine student and employee centered
 - Celebrate Latine excellence among our students, employees, and community







Thank you!
If you would like to join the fiesta,

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