



# SAN DIEGO MESA COLLEGE

## CUE Partnership | November 2014 - February 2019

### Team Leaders

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Services

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### Attendees

Bridget Herrin, Associate Dean,  
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Leticia Lopez, Acting Program  
Manager, Title III HSI STEM  
Conexiones | Title V HSI Proyecto  
Exito, USDA-HSI SEEDS Scholars  
Program Co-Coordinator

Larry Maxey, Dean of Student  
Success & Equity



## CUE Partnership

Mesa College's partnership with CUE has established a foundation for equity and excellence. Through our partnership, Mesa has institutionalized an innovative equity-centered focus and embed equity-minded policies, structures, and practices across the college. CUE has helped us frame our work and assess and respond to existing equity gaps. Our work has sparked discussions, leading to difficult conversations across the campus. CUE continues to assist us with defining equity, program assessment, cross walking our plans and equity, offering professional learning and support with conducting inquiry.

Our emphasis has been on the following:

- 1) Change Agents - a group of faculty and staff who examined routine college practices such as teaching and assessment and placement, and who met monthly to share their findings
- 2) Analysis of Six Equity Efforts - conducted an expansive assessment of six current equity initiatives (SSSP, Student Equity, Title V, Basic Skills, Title III and Strong Workforce) identifying areas of intersection, evaluating allocation of resources based on goals and assessing, defining equity and assessing the equity focus of each initiative
- 3) Equity Scorecard for Mathematics

**Work with CUE focused on:**

*Primarily:* Leadership Development, Culture Change, Faculty Development, Math Courses  
*Secondarily:* Staff Development, Transfer Success, Train the Trainer

**Participated in CUE**

President  
 Vice Presidents  
 Deans  
 Managers  
 Directors  
 Instructional Faculty  
 Counseling Faculty  
 Classified Staff

**CUE Tools relied on**

Disaggregated data  
 Syllabus / Document Review  
 Observations  
 Deficit / Equity Mindedness  
 Equity vs. Equality  
 Inquiry Cycle  
 Equity Language  
 Feedback memo

**Equity Professional Development**

Flex sessions  
 Retreats  
 Workshops  
 Webinars  
 Convocation Address  
 LOFT - Center for Professional Development

**Strategies to build buy-in**

Stipend  
 Flex Credit  
 Encouragement  
 Social Justice Appeal  
 Incorporating into Existing Meetings  
 Offering Peer Support  
 Leveraging Relationships  
 Student Narratives  
 Honest Feedback

**Equity Leader Compensation**

Stipend  
 Acknowledgment

**Other resources engaged**

Pell Institute  
 HACU  
 Chicano Research Center

**Progress Made**

- **New processes** – Inquiry as a new structure for self evaluation
- **Culture change** – Increased willingness to question policies and take action; to be “creative, open-minded, and out-of-the-box thinkers”; to be uncomfortable with being comfortable.”
- **New programs** – i.e. Borderless Scholars, Fast Scholars, Categorical Program Support, Classroom Tutoring, Course Redesign Institute (CRI), Direct Support Program, Free Farmers Market (a partnership with Feeding San Diego and the SD Food Bank) Financial Literacy Initiative, Jumpstart Your Success Program, Math Acceleration Project, Athletics, Multiple Measures Assessment Project, MT2C, Office of Student Success & Equity, Peer Navigator Program, Second Year Experience, STEM Workshop Series, Summer Cruise, The Learning Opportunities for Transformation, The Stand: Mesa’s Food Pantry and Professional Clothing Closet
- **Policy Change** – i.e. in 2015, students were able to re-take the assessment test
- **Catalyst** – Ex. in 2015 efforts contributed to the expansion of English 47A, launched a Multiple Measures placement pilot in 2017 resulting in the 2018 elimination of Accuplacer in lieu of a home grown Placement Assistant that honors students capacity to succeed by using measures such as High School GPA, grade in highest math and English courses etc. for math and English placements. Our work has also served as a catalyst for our Title V and Title III grants and our lens for new initiatives such as Guided Pathways.
- **Equity Efforts Assessment** (including Asset Mapping of equity initiatives)
- **Defining Equity and Planning for Coherence Across Initiatives**
- **Equity Crosswalk and Indicator System Development**
- **Operationalizing Equity Toolkit**
- **Program Review Assessment**
- **Guided Pathways Assessment**
- **Analysis of Equity Planning Initiatives at Mesa College** (i.e. Integrated Planning)
- **Equity Scorecard for Mathematics: Math Evidence Teams, Kick-Off Retreat, Webinars (Observation Protocol’s, Syllabi and Class Structures), Flex sessions (equity minded practice etc.)**

**Equity Goals**

1. Mitigate and eventually eliminate disproportionate impact for the targeted groups
2. Integrate student and instructional support services to foster the success of all (but particularly disproportionately impacted) students
3. Create clear pathways for student completion
4. Increase student engagement (at all levels)
5. Foster equity-mindedness through staff professional development

