



# HSI-Equity-Professional Learning UPDATES

President's Cabinet - Oct. 19, 2021

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

SAN DIEGO  
MESA COLLEGE  
LOFT





# Mesa College Equity & Excellence Institute

## Purpose:

- ❖ Elevate equity work to clearly identify it as college work and not exclusive to any particular school or division.
- ❖ Serve as the overarching college committee/group to lead in setting equity goals.
- ❖ Facilitate professional learning opportunities
- ❖ Create strategic institutional responses to issues around race, gender and equity.
- ❖ Provide opportunities for professional educators to learn new information or skills related to addressing disproportionate impact amongst specific student groups.
- ❖ Pull all related programs and resources under one body.
- ❖ Host annual conferences, events.



# Equity & Excellence

## Building Our Institute

Co-chairs:



Larry Maxey

Dean of Student Success & Equity

& Equity

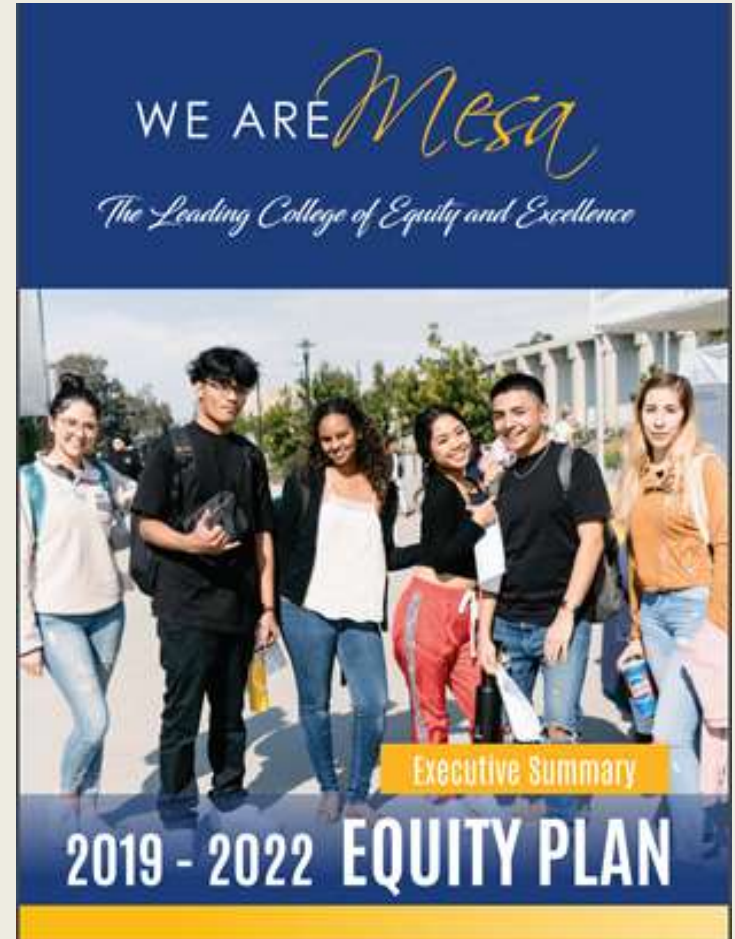
Dr. Andrew MacNeill  
Dean of Learning Resources

& Academic Support



+

VS



# Equity & Excellence

## Building Our Institute:

- SET Committee and CEL Working Groups
- Develop Institution wide Taskforce
  - Organizational framework
  - Ongoing leadership structure
  - Programs
  - Budget Structure
  - Extension opportunities
- Institute will report directly to college President
- Open in Fall of 2022

### MESA 2030 GOALS: Framework for Long-term Planning

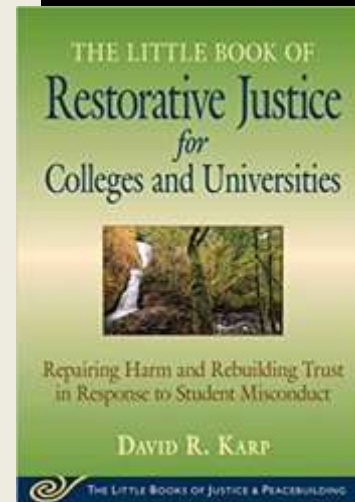
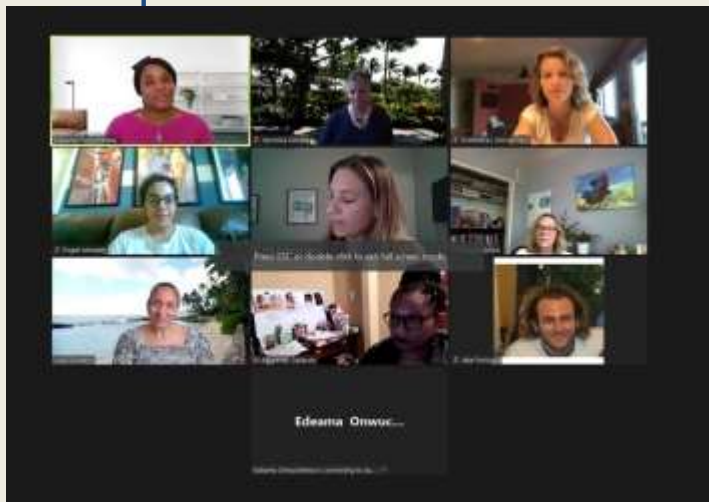
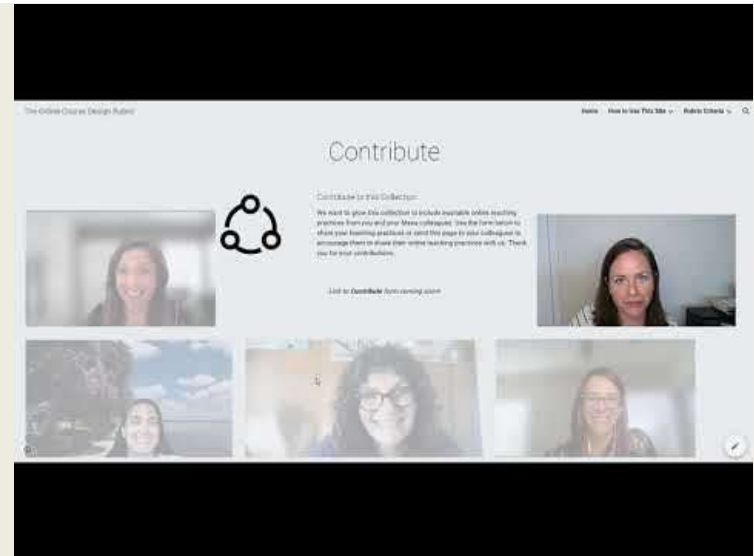


### EQUITY + EXCELLENCE

STUDENT CENTERED	WELCOMING ENVIRONMENTS	CONNECTED CAMPUS	COMMUNITY ASSET	STEWARDSHIP OF RESOURCES
<ul style="list-style-type: none"> <li>• Design campus from students' perspectives</li> <li>• Inspire a sense of belonging for all</li> <li>• Place services where students are</li> <li>• Create equitable facilities across campus</li> <li>• Support basic needs</li> <li>• Increase access to faculty + staff</li> </ul>	<ul style="list-style-type: none"> <li>• Create welcoming arrival experiences</li> <li>• Improve navigation + wayfinding</li> <li>• Provide spaces to study, socialize and rest</li> <li>• Viability support equity</li> <li>• Celebrate the arts and cultural expression</li> </ul>	<ul style="list-style-type: none"> <li>• Improve connections to all areas of campus</li> <li>• Clarify circulation paths / improve accessibility</li> <li>• Inspire collaboration across schools and departments</li> <li>• Leverage technology to connect the Mesa community</li> </ul>	<ul style="list-style-type: none"> <li>• Welcome the community onto the campus</li> <li>• Provide spaces for services, events and activities</li> <li>• Improve access to community resources</li> <li>• Increase opportunities for collaboration with business + industry</li> </ul>	<ul style="list-style-type: none"> <li>• Replace temporary, inefficient and underperforming facilities</li> <li>• Develop flexible, multipurpose spaces</li> <li>• Maximize efficiency and utilization</li> <li>• Maximize state funding opportunities</li> <li>• Create a sustainable campus</li> </ul>

# PROFESSIONAL LEARNING & EQUITY

- ★ Fall Flex Week
- ★ Curriculum Equity & Excellence Review
- ★ Developing Equity Minded Assignments
- ★ Mesa Reads: Restorative Justice
- ★ Equity Focused Faculty Inquiry Groups



# Campus Employee Learning Committee

## Goals

1. Revise and implement an equitable PL funding request process from multiple PL sources.
2. Collaborate with our campus constituents to establish equitable participation for the campus community, and provide various incentives. **SO #4**
3. Intentionally create a PL curriculum that infuses race conscious, culturally relevant, and equity focused activities. **SO #2**
4. Cultivate the community that acknowledges the Mesa community's knowledge to lead transformative PL through collective and individual learning opportunities. **SO #5**

<p><b>Scholarship</b></p> <p>Mesa College will prioritize equity and excellence by fostering innovation and high-quality, culturally relevant teaching/learning experiences with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.</p>	<ol style="list-style-type: none"> <li>1. Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.</li> <li>2. Evaluate and improve Diversity, Equity, and Inclusion practices in classroom environments, campus activities, departments, schools, and administrative units.</li> <li>3. Assess impact of prerequisites and corequisites on student success and revise curriculum, as needed.</li> <li>4. Expand the use of Innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success.</li> </ol>	<ol style="list-style-type: none"> <li>1. Successful course completion</li> <li>2. Transfer-level Mathematics and English Year 1</li> <li>3. # of Faculty, Classified Professionals, and Administrators engaged in professional development around culturally relevant teaching/learning</li> <li>4. Pre/post assessment of Professional Development impacts on successful course completion</li> </ol>
---	--	---

# Professional Learning & Equity

CEER

curriculum  
equity &  
excellence  
review



# Professional Learning Annual Survey



Themes, Areas for Improvements, & Things that worked well. Any next steps for committees or the LOFT to consider?

PL Topics for Sups/Admin: Project Mgmt from home, Budget & HR, Communication, Reclassification, and job advancement.

All responses for popular topics: Equity, CRT, Canvas, and Leveraging Tech at Work, and Zoom (Teaching or Working)

## PL Needs, Topics, & Improvements (p. 16, 19, 20)

respondent suggested that the audience to be first asked what they need before the professional learning is developed. Another reason for lower satisfaction ratings were due to perceptions of not enough opportunities to create culturally

Keep students engaged, newer information about best practices to teaching online, advanced Canvas tools, course development, and new teaching and learning theories. Access to resources. Attend social justice

learning about new technologies, learning more about online course development, management and curriculum design and review, and learning more about Zoom and Canvas. Respondents also mentioned needing to learn more

Likely to attend - Classified: Zoom - Remote Teaching/Remote Work

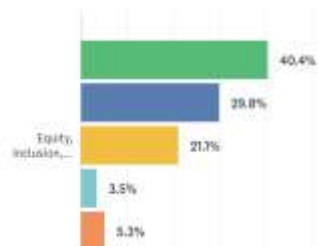
using technology to be more efficient in a variety of ways (tips/tricks/hacks, ways to save time)

Most Popular for Faculty: Effective Online Course Design

Most Popular Sups/Admin: Leveraging Tech at Work, DEI, and CRT.

How likely are you to participate in professional learning on the following topics during 2021-22?

Answered: 37 Skipped: 46







# HSI Initiatives (Title III STEM) 2020 - 2022 Projects Continued through NCE



## -STEM Peer Mentoring

*"I also wanted to thank you both for letting me be a peer mentor for your classes. I learned through those experiences that I want to teach someday as well. Maybe I'll come back to Mesa!"*

## -Innovation Resource Lab

Engineering Workshops  
Eco Research Scholars

## -STEM Core

STEM Corner  
Peer mentor  
AS President

## -STEM Teacher Education Program

6 students this year - infinitely more than last year





# HSI Data



## Data Resources

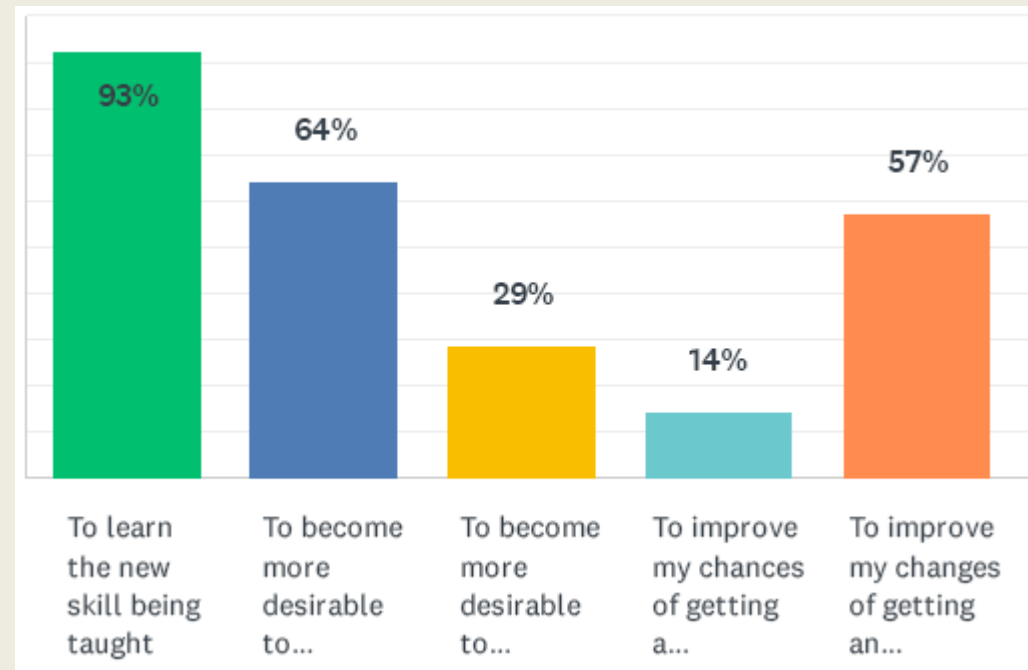
1) [STEM Peer Mentoring Dashboard](#)

1) [HSI & Equity Dashboard](#)

1) [STEM tutoring dashboard](#)

1) Surveys

- a) Engineering Workshops
- b) STEM Core
- c) Peer Mentoring





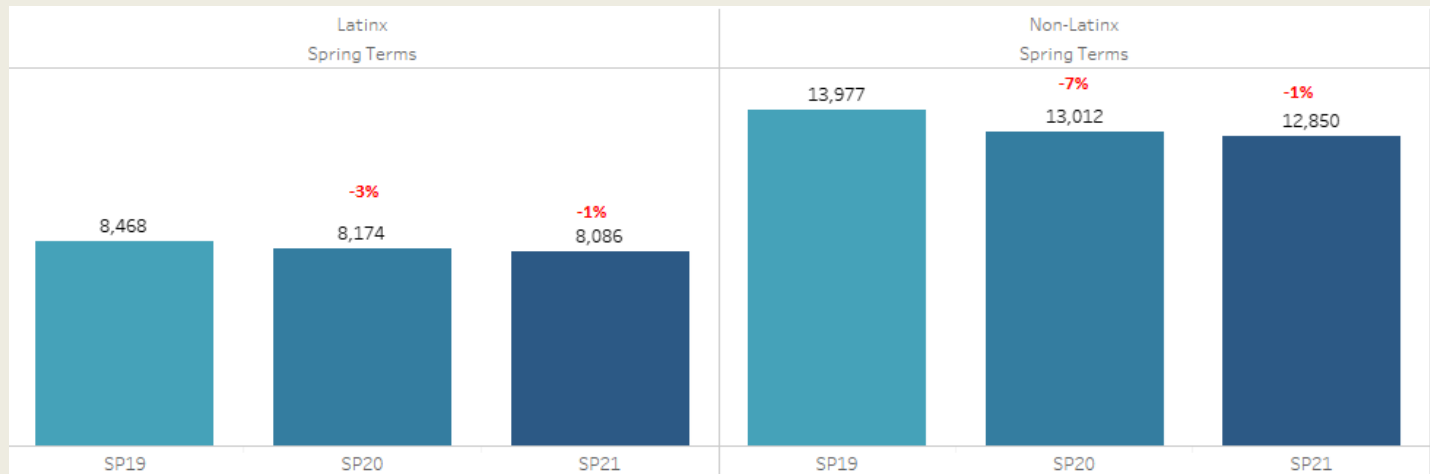
# HSI Data



## Enrollment (Spring)



## Headcount (Spring)

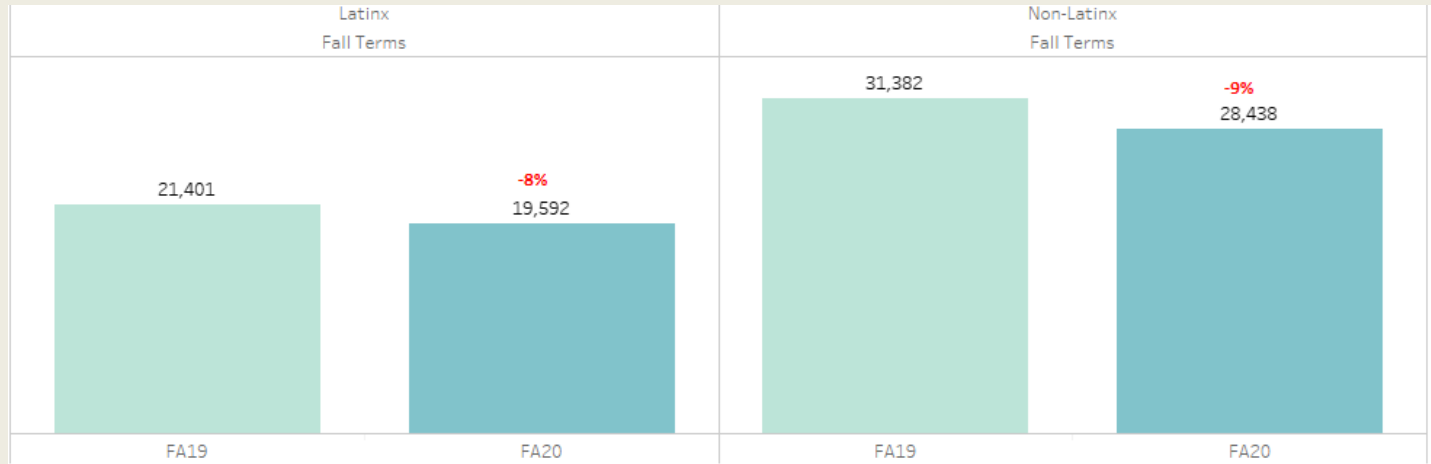




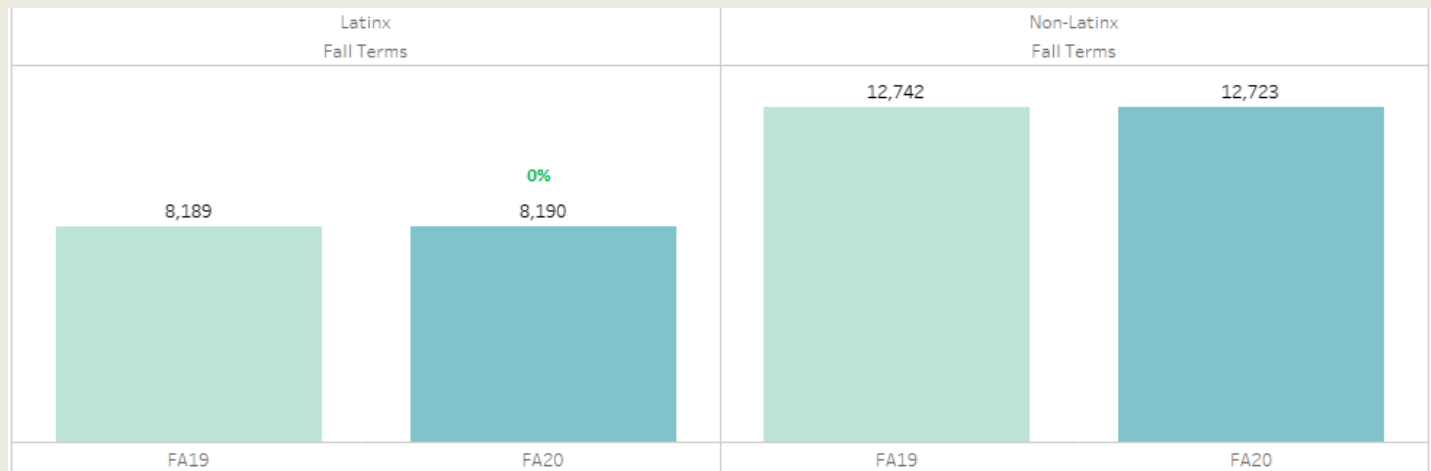
# HSI Data



## Enrollment (Fall)

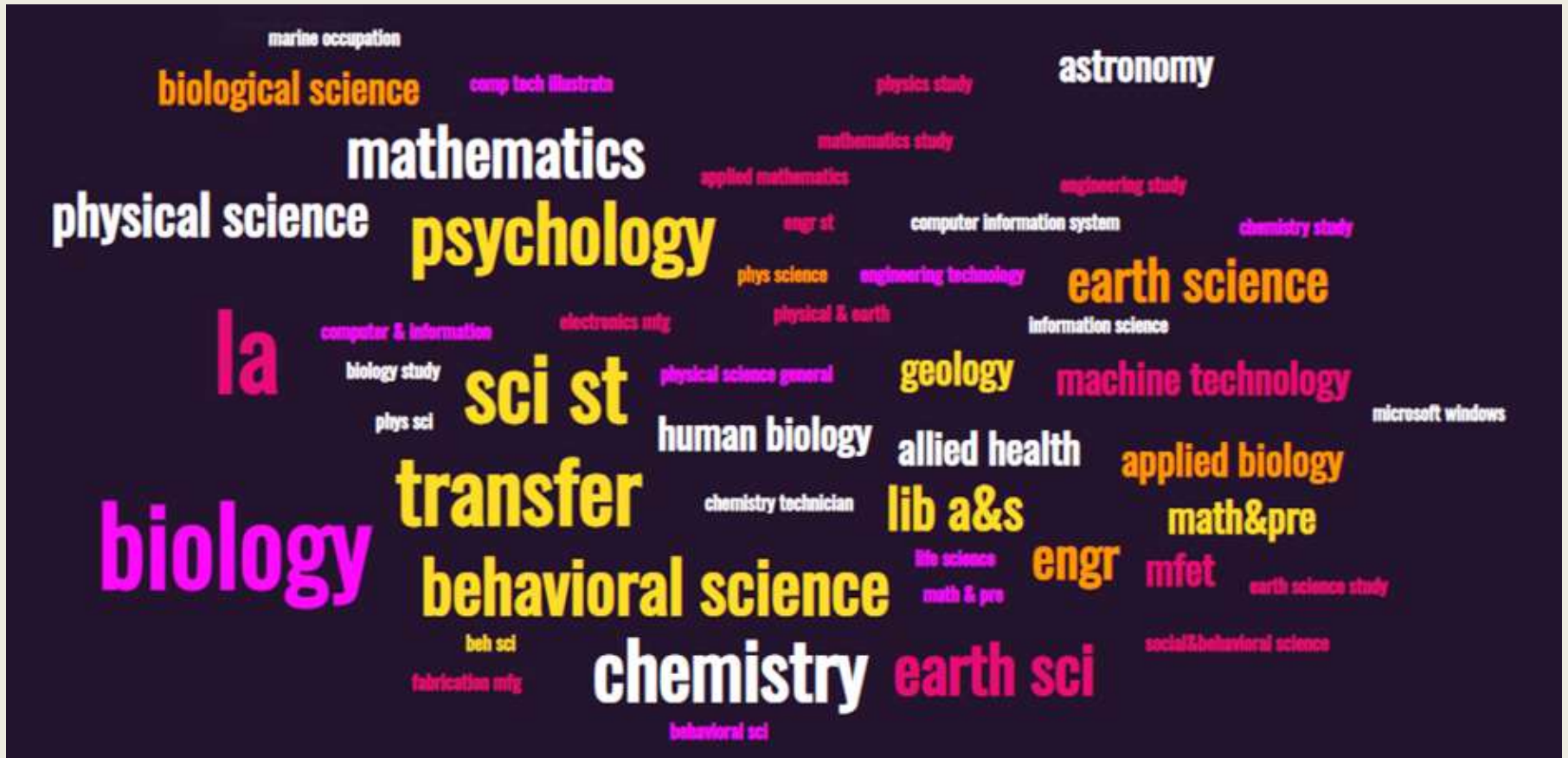


## Headcount (Fall)





# STEM Majors

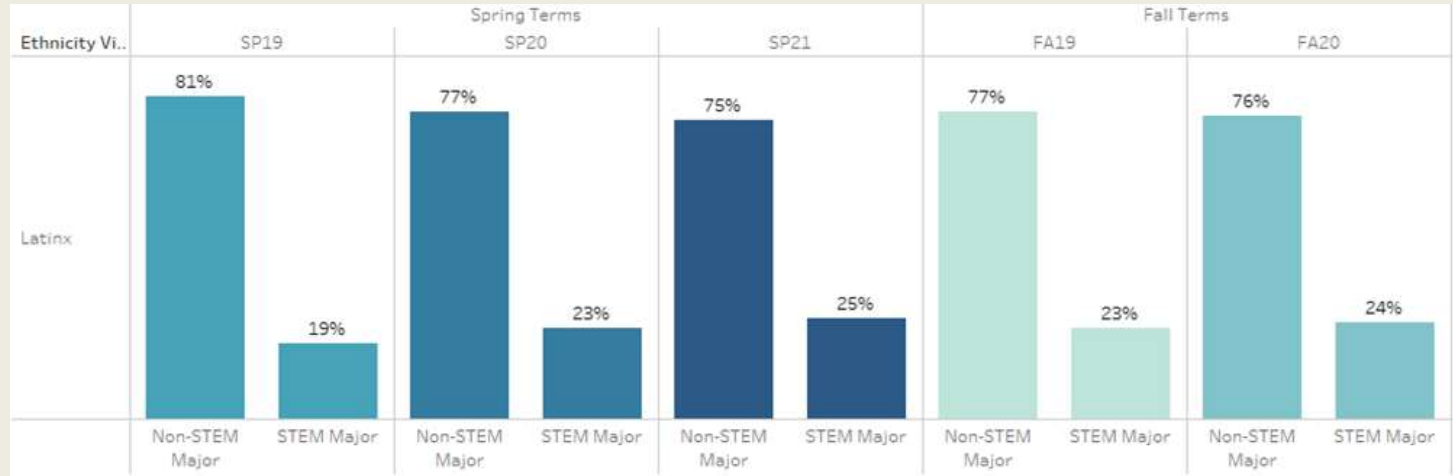




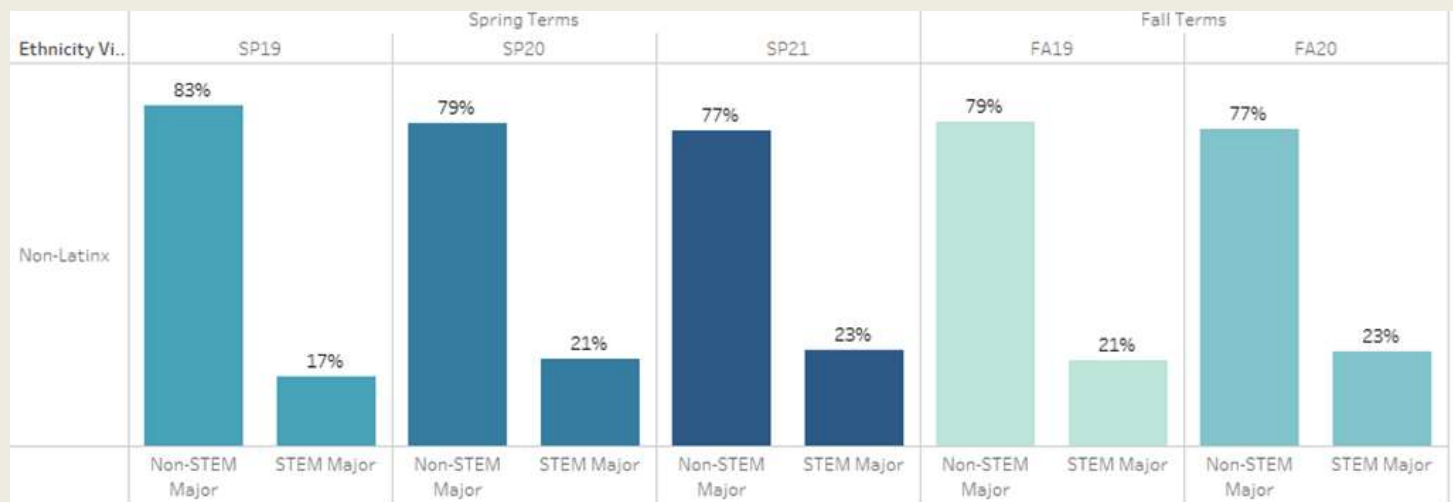
# HSI Data



## STEM Majors (Latinx)

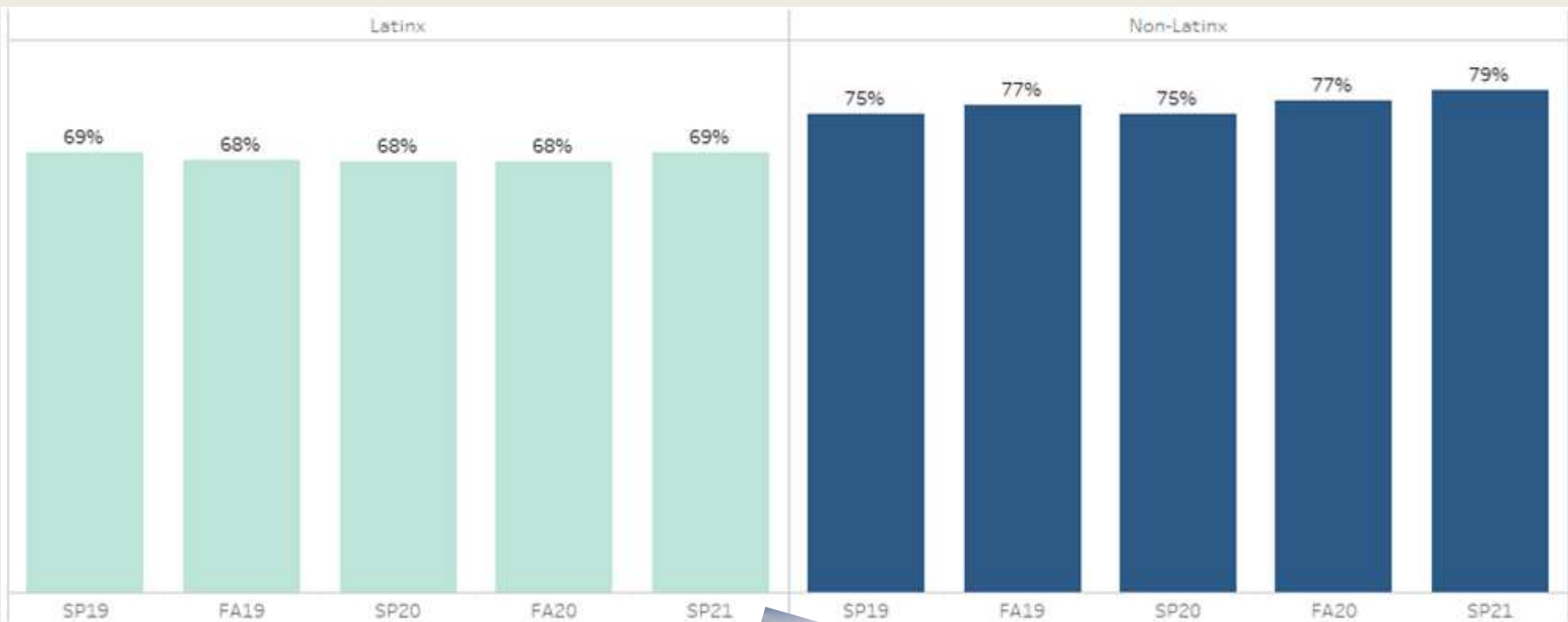


## STEM Majors (Non-Latinx)





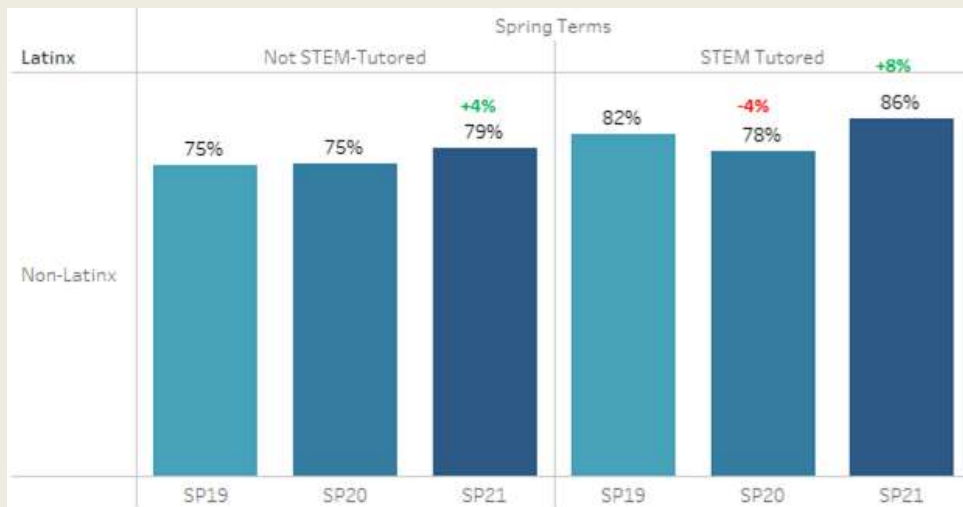
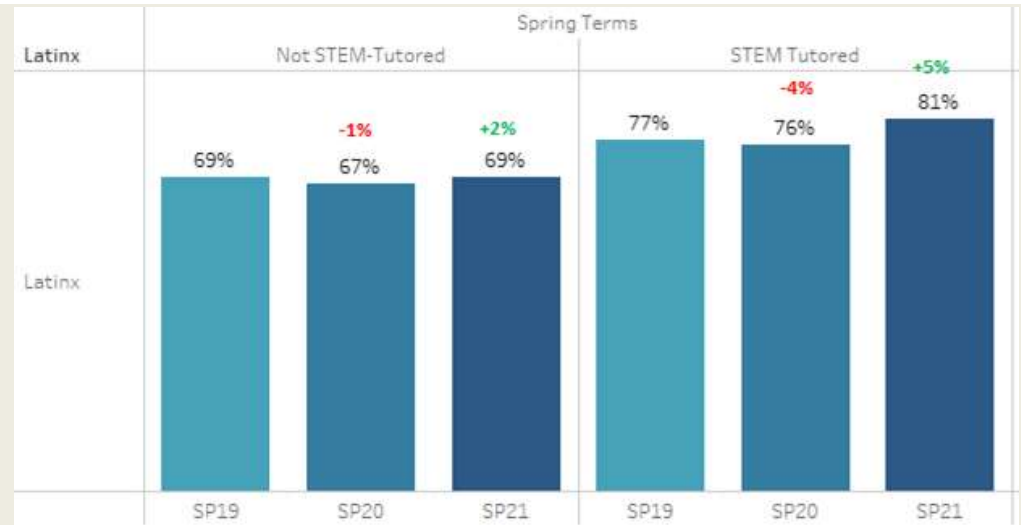
# HSI Data



Course Success Rates



# HSI Data



Thank you:  
 Maria Teresa Poblete, Rita Muñoz, and Zoe Adler



Image  
Coming  
Soon

# HSI Initiatives 2021 - 2026

## STEM E<sup>3</sup>: Equity, Excellence, and Éxito



- ★ Development of in-house online homework system for STEM courses
- ★ Continuation and expansion of peer mentoring program
- ★ Studio space classroom remodeling
- ★ Professional Learning
- ★ STEM interdisciplinary curriculum workgroup
- ★ STEM student orientation
- ★ Engineering and Biotech student workshops



# I want to support by...



- Collaborating with PL committees or task force to support equity initiatives.
- Visiting the Campus Employee Learning Committee
- Contributing to the Equity Institute

**Thank you!**

# Action Items...

Dr. Toni Trejo Parsons  
Program Manager  
HSI Initiatives  
[mparsons@sdccd.edu](mailto:mparsons@sdccd.edu)  
619-388-2394



Dr. Janue Johnson  
Professional Learning  
Coordinator  
[jjohnson001@sdccd.edu](mailto:jjohnson001@sdccd.edu)  
619-388-5012



Dean Larry Maxey  
Student Success & Equity  
[lmaxey@sdccd.edu](mailto:lmaxey@sdccd.edu)  
619-388-2884



1. Invite us to speak / meet with your faculty at an upcoming dept meeting;
2. **Share your feedback on this Padlet:**
3. Use the [HSI & Equity dashboard](#) in your Program Review;
4. Attend a Campus Employee Learning **or** Success, Equity, & Transformation Mtg;

# Notes for fall 2021 presentation

- share more about CEL - updated CEL goals
  - ask for feedback on what we present?
- Equity institute- how it fits into the framework of Mesa 2030
  - what we are working on, building energy around it
- Update the slides
  - Definition of excellence from CEER
  - more information/data about CEER
  - equity-related FIGs that are happening now
- HSI- what we've been doing during the pandemic, how does it address equity
  - new grant! and PL opportunities & equity gaps that are addressed in the grant
- LOFT survey - highlights
- Collab with 10 colleges across the area - Jose A. Vargas