

Executive Summary

In Spring 2017, the college hosted the Equity in Action Workshop titled “Struggling to Survive – Striving to Succeed.”. In order to assess attendance, an increase in equity understanding, and interest in future events, a survey was designed and administered to the staff and faculty. Survey participants were asked to report their general feedback as well as their level of agreement with a series of statements. Beside several free-response items, the majority of the items were on a 5-point scale, ranging from “Strongly disagree” to “Strongly agree”, or “Not at all likely” to “Extremely likely”.

Invitations to complete the survey were sent through a web link to Classified Staff emails from the Mesa LOFT. A total of 49 people responded, with three respondents completing less than 50% of the survey excluded from the analysis. Thus, the final sample consisted of 46 respondents. Of those people, 28 (61%) attended the event and 25 (89%) indicated their interest in attending a follow-up presentation offered this spring. Out of 46 respondents, 8 (17%) expressed their interest in serving on a Task Force to implement the ideas discussed at the program. Two most common reasons for not attending the event were scheduling conflicts and not being aware of the event.

For those who attended the events, their overall feedback was positive. Specifically, 79% or more of respondents at least somewhat agreed that:

- They had better understanding of the challenges the students experience (89%)
- They recognized disproportionate impact in their own program or service area (79%)
- The program was a valuable experience (89%)
- The speakers kept their interest (82%)
- The program overall met their expectations (93%)

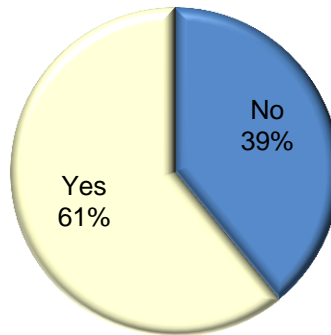
When asked to provide explanations for high and low ratings, some attendees reported that the session was helpful, informative, and it provided an opportunity for staff and faculty to discuss ways to help students. Others felt that the discussion time should be shortened, veteran data should be presented, and action ideas or next steps should be clarified.

Last, when asked about one immediate change they could make in their program or service area, several themes were uncovered. Respondents reported that the experience in the workshop inspired them to

- Improve communication within and across different departments and areas to provide better services
- Find ways to let students know about campus resources
- Gather resources to donate to The Stand
- Learn about ways to become involved in Task force that will result in action

Q1. Did you attend the Equity in Action - Classified Professional Learning Event?	Number	Percent
No	18	39%
Yes	28	61%
<i>Total</i>	46	100%

Q1. Did you attend the Equity in Action - Classified Professional Learning Event?



Q2. If you did not attend, please provide an explanation as to why you were unable to attend the event. (n=14; "No response" and "Not asked" excluded)

Didn't have coverage

I am faculty.

I could not obtain supervisor/manager approval. Further, the supervisor/manager did not inform staff of the event and I only knew about it from staff in another department.

I did not know about it and was at Convocation, then department meeting, then Outcomes meeting the rest of the afternoon. Where & when was this event held? I am on the Classified Senate and would have expected to know about it - unless this survey is referring to Convocation, which I was at and did not know was referred to as a "Classified Professional Learning Event" since it seemed to be mostly faculty present. *****@sdccd.edu

I didn't know it was open to faculty.

I was not invited and did not know about it. Why wasn't I invited or informed of it?

I was out of town.

Schedule conflicts

short notice

The time and date did not meet my availability

Time conflict (2)

Time was not at a time I could leave my area of work.

Too far away. I am an online professor

Was it for staff only? I am a faculty member and I don't remember hearing about it.

No response (3)

Not asked (27)

Institutional Research

Q3. Reflecting on the presentation at the Equity in Action Event, please rate your level of agreement with the following statements using the scale below.

Q3.1. I have a better understanding of the challenges some of our students experience.	Number	Percent	Valid Percent
Strongly disagree	1	2%	4%
Disagree	0	0%	0%
Somewhat disagree	2	4%	7%
Somewhat agree	3	7%	11%
Agree	14	30%	50%
Strongly agree	8	17%	29%
Not asked	18	39%	--
<i>Total</i>	<i>46</i>	<i>100%</i>	<i>100%</i>

Q3.2. I recognize disproportionate impact in my own program or service area.	Number	Percent	Valid Percent
Strongly disagree	2	4%	7%
Disagree	1	2%	4%
Somewhat disagree	2	4%	7%
Somewhat agree	13	28%	46%
Agree	4	9%	14%
Strongly agree	5	11%	18%
No response	1	2%	4%
Not asked	18	39%	--
<i>Total</i>	<i>46</i>	<i>100%</i>	<i>100%</i>

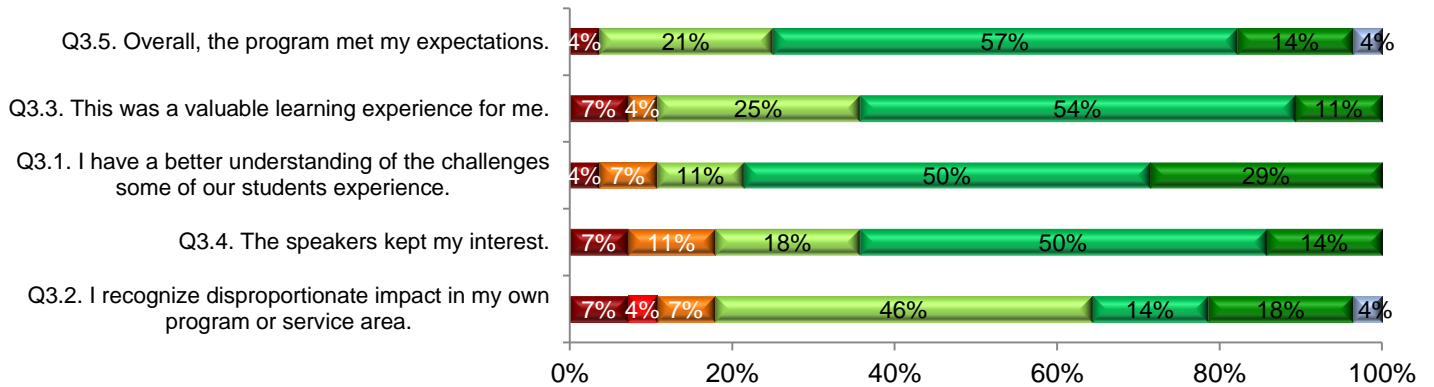
Q3.3. This was a valuable learning experience for me.	Number	Percent	Valid Percent
Strongly disagree	2	4%	7%
Disagree	0	0%	0%
Somewhat disagree	1	2%	4%
Somewhat agree	7	15%	25%
Agree	15	33%	54%
Strongly agree	3	7%	11%
Not asked	18	39%	--
<i>Total</i>	<i>46</i>	<i>100%</i>	<i>100%</i>

Q3.4. The speakers kept my interest.	Number	Percent	Valid Percent
Strongly disagree	2	4%	7%
Disagree	0	0%	0%
Somewhat disagree	3	7%	11%
Somewhat agree	5	11%	18%
Agree	14	30%	50%
Strongly agree	4	9%	14%
Not asked	18	39%	--
<i>Total</i>	46	100%	100%

Q3.5. Overall, the program met my expectations.	Number	Percent	Valid Percent
Strongly disagree	1	2%	4%
Disagree	0	0%	0%
Somewhat disagree	0	0%	0%
Somewhat agree	6	13%	21%
Agree	16	35%	57%
Strongly agree	4	9%	14%
No response	1	2%	4%
Not asked	18	39%	--
<i>Total</i>	46	100%	100%

Q3. Reflecting on the presentation at the Equity in Action Event, please rate your level of agreement with the following statements using the scale below.

■ Strongly disagree
 ■ Disagree
 ■ Somewhat disagree
 ■ Somewhat agree
 ■ Agree
 ■ Strongly agree
 ■ No response



Institutional Research

Q4. Please provide an explanation for any particularly high or low rating. (n=9; "No response" and "Not asked" excluded)

A particular high was seeing all the staff included in this training and having the opportunity to be included.

Between the excessive chatter and digressions, there were some interesting facts concerning student challenges.

EVERYONE regardless of Race, Religion or sexual orientation should be treated EQUALLY. If someone needs such special to treatment to achieve college goals perhaps they should not be in college.

I really enjoyed the information and data presented. Even though we discussed ways that Mesa might help students with food and housing insecurities, I still left with a feeling of "so what, now what?" I'm interested in action items and task forces that put into action some of the ideas brought forth in the workshop.

I was surprised that there was no data on veterans

It was great information and great opportunity to discuss with my coworkers about ways we can improve our services and experiences for our students.

Oh please. Who were those presenters related? It was by far MOST BORING AND BIASED presentation I ever had to suffer through. Torture.

The presenters are very good.

This presentation provided me with a greater understanding of some of the challenges our students face as it pertains to food insecurity and homelessness. Although, is small problem, it is an issue we need to address.

No response (18)

Not asked (18)

Q5. As a result of the information I learned from the presentation, one immediate change I want to make in my program or service area is... (n=9; "No response" and "Not asked" excluded)

...ensure staff that are far removed from the student learning experience are not encumbered with excessive training not relevant to their work function.

Becoming more connected to other departments on campus and provided the ability to meet staff members in other departments so that we are ultimately providing better services to our students. Possibly providing a 15 minute presentation on services or updated services to other programs and departments would help with some fluidity.

Equity

Find out about various resources available to assist students and then develop way to make that information available for students that doesn't require them to self-identify or have various methods of delivery.

Improve communication in our areas.

Learn of ways to become involved in committees or task forces that result in action.

let students know of the resources on campus

to gather food, clothing, and personal hygiene items among my office to donate to The Stand.

When I know there is going to be one of these presentations I will go home sick. Pointless.

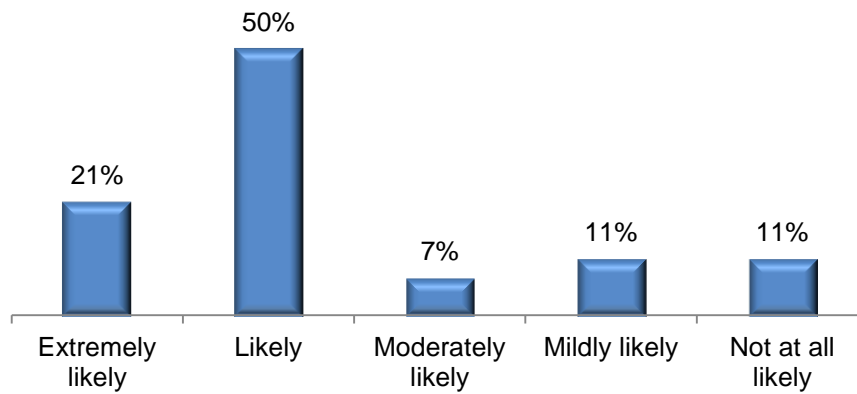
No response (18)

Not asked (18)

Institutional Research

Q6. How likely are you to attend a follow-up presentation if offered this spring?	Total	Percent	Valid Percent
Extremely likely	6	13%	21%
Likely	14	30%	50%
Moderately likely	2	4%	7%
Mildly likely	3	7%	11%
Not at all likely	3	7%	11%
Not asked	18	39%	--
<i>Total</i>	46	100%	100%

Q6. How likely are you to attend a follow-up presentation if offered this spring?



Q7. What suggestions do you have that would have improved the Equity in Action Event?

No response (27)

Not asked (18)

Q8. Which other topics would you like to see presented at future classified staff events?

No response (27)

Not asked (18)