SAN DIEGO MESA COLLEGE

CONVOCATION SPRING 2021

Thurs. January 28, 2021
9:00 a.m. - 10:30 a.m.

Addressing Racial Inequality: Our Focus on Anti-Blackness “Actions, Plans and Opportunities”
AGENDA

- President's Welcome
- Welcome from Senate Presidents
- Mesa 2030
- Mesa Pathways
- How will you respond to the ‘Call to Action’?
- Mesa Convocation Mosaic
- Mesa Olympian Spirit Awards
- Closing
I acknowledge the land on which we sit and occupy today as the traditional and ancestral home of the Kumeyaay and other Indigenous nations (Cahuilla, Cupeño, Luiseño) of the Southwest region and Northern Mexico.

Without them, we would not have access to this gathering and to this dialogue. We take this opportunity to thank and honor the original caretakers of this land.
Welcome

Pamela T. Luster Ed.D
President
Senate Updates

Manuel Vélez
President
Academic Senate

Charlie Lieu
President
Classified Senate

Taylor Carpenter
President
Associated Students
Convocation, Spring 2021
Learn more at our Mesa2030 website
Mesa2030: Purpose

• Chart the College’s long-term course towards accomplishing its Mission, which describes the College’s aspirations for student access, equity, and success
• Engage constituent groups in a dialogue about the future
• Identify current and anticipate future challenges and opportunities in the College’s Instructional and student services programs, site, and facilities
• Connect educational needs to site and facilities improvements
• Project the College’s growth over the next decade
• Inform the public of the College’s intentions about instructional programs, support services, and facilities improvements
## Mesa2030 Task Force Representatives

<table>
<thead>
<tr>
<th>SD Mesa Administration</th>
<th>SD Mesa Faculty</th>
<th>SD Mesa Classified Professionals</th>
<th>SD Mesa Students</th>
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<tbody>
<tr>
<td>• Lorenze Legaspi</td>
<td>• Sim Barhoum</td>
<td>• Trina Larson</td>
<td>• Taylor Carpenter</td>
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<td>• Ashanti Hands</td>
<td>• Blythe Barton</td>
<td>• Andrew Tanjuaquio</td>
<td>• Natalia Trinh</td>
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<td>• Isabel O’Connor</td>
<td>• Michael Fitzgerald</td>
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<td>• Bridget Herrin</td>
<td>• Jesse Keller</td>
<td>• Agustin Rivera</td>
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<td>• Leslie Shimazaki</td>
<td>• Terry Kohlenberg</td>
<td>• Amy Rivera</td>
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<td>• Ryan Shumaker</td>
<td>• Mark Manasse</td>
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<td>• Leticia Diaz</td>
<td>• John Crocitti</td>
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<td>• Pam Luster</td>
<td>• Donna Budzynski</td>
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<td>• Amanda Johnston</td>
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<td>• Christine Balderas</td>
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<td>• Isaac Arguelles-Ibarra</td>
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<td>• Leroy Johnson</td>
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<td>• Holly Jagielinski</td>
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### Representatives from Major Initiatives

- Monica Romero
- Rachel Russell
- Howard Eskew
- Larry Maxey
- Leticia Lopez
Beyond the Task Force
MESA 2030 GOALS: Framework for Long-term Planning

Equity + Excellence

- Pathways + Partnerships
- Stewardship
- Community
- Completion
- Scholarship
<table>
<thead>
<tr>
<th>EQUITY + EXCELLENCE</th>
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<tbody>
<tr>
<td><strong>STUDENT CENTERED</strong></td>
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<tr>
<td>- Design campus from students’ perspectives</td>
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<td>- Inspire a sense of belonging for all</td>
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<td>- Place services where students are</td>
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<td>- Create equitable facilities across campus</td>
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<td>- Support basic needs</td>
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<td>- Increase access to faculty + staff</td>
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<tr>
<td><strong>WELCOMING ENVIRONMENTS</strong></td>
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<tr>
<td>- Create welcoming arrival experiences</td>
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<td>- Improve navigation + wayfinding</td>
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<td>- Provide spaces to study, socialize and rest</td>
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<td>- Visibly support equity</td>
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<td>- Celebrate the arts and cultural expression</td>
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<td><strong>CONNECTED CAMPUS</strong></td>
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<tr>
<td>- Improve connections to all areas of campus</td>
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<tr>
<td>- Clarify circulation paths / improve accessibility</td>
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<td>- Inspire collaboration across schools and departments</td>
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<td>- Leverage technology to connect the Mesa community</td>
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<td><strong>COMMUNITY ASSET</strong></td>
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<td>- Welcome the community onto the campus</td>
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<td>- Provide spaces for services, events and activities</td>
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<td>- Improve access to community resources</td>
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<td>- Increase opportunities for collaboration with business + industry</td>
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<tr>
<td><strong>STEWARDSHIP OF RESOURCES</strong></td>
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<tr>
<td>- Replace temporary, inefficient and underperforming facilities</td>
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<td>- Develop flexible, multipurpose spaces</td>
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<td>- Maximize efficiency and utilization</td>
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<td>- Maximize state funding opportunities</td>
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<td>- Create a sustainable campus</td>
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Facilities Planning (draft)
Next steps

Mesa2030
- Long term facilities and educational vision
- High level goals
- Principles for future development

Roadmap to Mesa2030 (Strategic Plan)
- Actionable, measurable objectives for short timeframe that support long term goals
- Identifies needed resources, timeline, and outcomes.

Annual Processes
- Program review
- Resource allocation
- Progress updates

All linked to objectives identified in Roadmap
Mesa2030 Timeline
Pathways “Meta-majors Activity Planners and Presenters

Mesa Pathways Fellows Project

Ian Duckles
Congratulations!

Under the leadership of Trina Larson, the Fellows team applied for a Student Engagement Innovation Grant provided by the Foundation for California Community Colleges.

Mesa was awarded a $5000 grant to help fund the work of our Fellows.

The grant starts tomorrow (January 29th) with an orientation for all grant recipients.

Congratulations Pathways Fellows!!
The Benefits

Themes from Jamboard activity

- Guidance and clarity for students
- Creates community for students
- Helps students explore and plan
- Equity implications including access to information, faster completion, and community
- Linking education with real-world application
Addressing Concerns

Themes from Jamboard activity

- Funding to support success teams
- Misalignment with sister colleges
- Assuring clarity for students
- Lack of broad agreement that this is beneficial for students
- Some disciplines being left out
1. Do any of these criteria fit better for Mesa? Major prep & Passion/Interest seem the best

1. Is there a different set of criteria that should be used? A "Netflix" model- "you may also like this major" should be included to show overlap with whatever criteria is chosen

1. Pros and Cons of each criteria? The Major/Prep: Pro: may streamline required classes, Con: if the student switches would it mean "starting over", a student’s passion is still important- may not be exposed to all possibilities

Passion/Interest: Pro: student find a career they’ll be happy with/many careers and disciplines overlap, so how do we represent that? Con: many careers and disciplines overlap: How do we capture all possible choices for majors based on really what the student’s interests really are? Take too many classes- but is that always bad?

1. Initial ideas for Mesa meta-majors (groupings/names). Meta-majors is confusing as it’s not a “major"- Area of….Career/Academic/Interest (no more than 10) - like mtsac.edu but categories not sufficient for us
   - Undecided (definitely include)
   - Social & Behavioral Science/Health & Medicine/Math & Sciences/Art & Design/Humanities/Plants & Animals- also like the Earth and Environment/Business/Languages & Communication/Architecture its own? /Engineering its own?

1. Where would you place disciplines within your groupings?

1. What guidelines for placing a discipline within a grouping should be put in place?
- Feb 5 - GMMWG implements a structure for Mesa Mixers
- Feb 10 - Analysis of activity results to MPC
- **Feb/March** - weekly Mesa Mixers: Meta-Major Explorations (1.5 hours each)
  - 2/16 - 1:00 p.m.
  - 2/22 - 11:10 a.m.
  - 3/3 - 2:00 p.m.
  - 3/12 - 11:10 a.m.
  - 3/18 - 3:00 p.m.
  - 3/22 - 8:00 a.m.
- **March/April** - Present to all constituency groups
- by April 14 - Review for feedback by discipline faculty and counseling liaisons
- by April 21 - Survey Monkey to campus - each campus member gets their own vote
- April 28 - 1st read to MPC
- May 12 - Final approval by MPC
- May 18 - Report to PCab
“...our system and our students are hurting and they are outraged because of the systemic racial injustices that still exist in our country. In this moment, we need to use our positions of privilege, influence and power to make a difference...to actively strategize and take action against structural racism. “

Chancellor Oakley, June 2020
“Never, ever be afraid to make some noise and get in good trouble, necessary trouble.”

Ways Mesa College has responded to the call...
<table>
<thead>
<tr>
<th>Accountability and Incentives for Advancing Racial Equity</th>
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<tbody>
<tr>
<td>Confronting Explicit Acts of Racism and Racial Violence on Campus</td>
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<td>Creating Equitable Pathways to Leadership Roles for Employees of Color</td>
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<td>Disaggregating Data to Identify Racial Inequities</td>
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<td>Eliminating Racial Disproportionality in Student Transfer Rates</td>
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<td>Fostering and Sustaining Inclusive Classrooms for Students of Color</td>
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<td>Hiring and Retaining Faculty of Color</td>
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<td>Implementing AB 705 and Other Legislation in Equitable Ways</td>
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<td>Meaningfully Integrating Race Across the Curriculum</td>
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<td>Opposing the Erasure of Asian Americans, Pacific Islanders, and Native Americans</td>
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<td>Productively Resolving Racial Tensions among Black and Latinx Classified Employees</td>
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<tr>
<td>Recruiting and Strategically Diversifying Staff at All Levels</td>
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<tr>
<td>Strategic Planning for Racial Equity</td>
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<tr>
<td>Using Survey Data to Improve Campus Racial Climate</td>
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WEBSITE
BLACK LIVES MATTER RESEARCH GUIDE

Student Services Call to Action Goals 2020/21

- Marketing Materials
  - Admissions (Resource List)
  - Assessment (Clarity of Process)

- Student Engagement/Experience
  - AVANZA (Intentional Engagement)
  - Counseling (Welcoming Environment)

- Increase Participation
  - CalWorks (Outreach)
  - Career & Peer Ambassador (Career Exploration)
  - Student Health Services (Individual and Group Mental Health)
  - Extended Opportunity Programs & Services (Outreach)
  - Evaluations (Degree/Certificates)
  - Financial Aid (FAFSA, DREAM Act)
  - Outreach/Promise (Outreach/Partnerships)
  - Student Affairs/Associated Students (AS/Scholarships)
  - Veterans (VA Workstudy)

- Professional Development/Awareness
  - Counseling (Open-house)
  - Disability Support Programs & Services (Workshops)
  - The Stand: Basic Needs (Professional Learning)

- Programs/Activities/Plans
  - Evaluation (Graduation Party)
  - Transfer (Workshops and Partnerships with Puenta, UMQA)
  - Transfer/Career/Evaluations (Events and Plans)

- Removing Barriers
  - Counseling (Technology)
  - Evaluations (Petitions)
GOALS
• Center Black voices and experiences
• Conversations with peers about learning
• Self-reflection

FALL 2020
Establishing the foundation for the work through education and facilitation from Shift

SPRING 2021
Continued education and the call to action to review procedures and ensure they are intentionally anti-racist in our work.
ASSOCIATED STUDENTS

Healing Circle

What’s on your mind?

Zulma Duran, zduran@sdccd.edu
619-388-2774

January 22nd, 2021
1PM-2PM

Zoom ID: 926 3927 3864
Password: 813792

For special accommodations, please call
619-388-2774, within 24 hours of event.
Meetings are held
3rd Tuesday of the month from 10-11:30.
https://cccconfer.zoom.us/j/96455501302
ACADEMIC SENATE

TASKFORCE RECOMMENDATIONS
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.
HOW ARE YOU CALLED TO ACT?

SHARE ONE ACTION STEP THAT YOU HAVE/WILL TAKE TO ADDRESS RACIAL INEQUALITY WITH A FOCUS ON ANTI-BLACKNESS AT MESA COLLEGE

https://padlet.com/katiepalacios/mesacovosp21calltoact
Mesa’s Convocation Mosaic

Mesa Convocation Mosaic:  
bit.ly/mesaconvosp21
Mesa’s Convocation Mosaic

Call to Act page of Mesa Convocation Mosaic:  
bit.ly/mesaconvosp21calltoact

Pick an action and review.
How are you called to act?

Please add to the Mosaic!
(add short link)
Closing
Thank You!

Have a Fantastic Semester!
Mesa College website gets over 3 million visits each year, and we have over 20K followers on social media

/sandiegomesacollege and SDMesaPrez

www.sdmesa.edu  #SDMesaCollege
#WeAreMesa