

Student Services: Call to Action

In July 2020, the Student Services Leadership Team made a Call to Action to all Student Services departments. The call was a direct response to the spark felt around the world by the murder of George Floyd, the resulting light being shined on structural racism and our responsibility to ensure that our students have access to equitable outcomes and opportunities to succeed and thrive. With our Scholarship Equity Analysis and Black Faculty Counseling Collaborative as demonstrations of how "we get what we inspect, not what we expect", each of our areas were called to identify at least one action step they will take during the 2020/21 to address racial inequities, with a focus on Black students. Below are steps that Student Services will take to bring us closer to being the leading college of equity and excellence.

- Admissions will learn from experts in anti-racism, implicit bias, and equity during department meetings and professional learning opportunities; use applications data and create a **resource list** to support Black students with individualized suggestions for services and resources.
- Assessment and Testing will improve connections to new Black students by creating **infographics** to make the assessment & testing process more clear and approachable.
- As learners, listeners, and advocates, Peer Navigators will be intentional about **engaging** with Black student CRUISers to best support them throughout their Mesa journeys.
- CalWorks will **conduct outreach to eligible Black students** to invite them into the program and ensure their basic needs are met; CalWorks will then be intentional about working with its Black students holistically.
- The Career Center and Peer Ambassadors will encourage Black and Latinx students, identified, in part, through partnerships with programs and services, to **explore careers** at events and through presentations, counseling, and peer-to-peer educational opportunities.
- Counseling is 1) hosting a **virtual open house** in Canvas to support instructional faculty, in particular, by informing them of available counseling resources that help Black students achieve equitable outcomes; 2) seeking to **break down technology barriers** students encounter when seeking counseling services; 3) working to create a **positive and welcoming** (non-"dmv" or transactional) **experience** for students coming to the Counseling office.
- DSPS will provide opportunities for campus community members to educate themselves about 1) the **intersection of racism and disabilities**; and 2) the **impacts of racism on individuals with disabilities** at San Diego Mesa College.
- EOPS & Special Programs will conduct **outreach** to program-eligible prospective, new, and continuing Black students.
- To **increase the percentage of Black students obtaining a degree/certificate**, Evaluations will 1) host a **Graduation Application Party** to explain the application process, the importance of earning a degree and/or certificate, and the importance of participating in the Commencement Ceremony and the Rite of Passage end-of-the-year celebration; and 2) help **remove structural barriers created by some student petitions**.
- The Financial Aid Office seeks **to increase the number of Black students that participate, complete and submit the FAFSA and or CA Dream Act application**.
- Outreach will collaborate with the Black Faculty Collaborative Counselor Liaison to best support our Black Promise students and **increase Black student participation in the Promise led events**.
- Student Affairs and Associated Students seek **to increase Black student representation on the Associated Students board by at least 15%**. Student Affairs will also conduct intentional outreach to **increase the number of Black students who submit scholarship applications**.
- Through intentional outreach, Student Health Services seeks to **increase the participation of Black students in individual and group mental health services**.
- Student Services professionals working with the The Stand/Basic Needs office will participate **in professional learning related to anti-racism and equity**, for example, to support Black students.
- The Transfer Center will partner with Umoja, Puente, EOPS/Special Programs, DSPS and Veterans to **design and provide a transfer related workshop** for each program during the Fall 2021 transfer season.
- The Transfer, Evaluations, and Career Office will **create an Antiracism, Diversity, Equity, and Inclusion Action Plan**.
- The Veterans Office will **increase the number of Black student veterans participating** in the VA work-study program