SAN DIEGO MESA COLLEGE

Program Review

Summary and Reflections with Unit Goals, Action Plans, and Updates

Academic Learning and Support - World Cultures Collection (WCC)

Executive Summary

Describe the successes and challenges your unit has faced since the last comprehensive review.
SUCCESSES:
Curriculum and Programming:

The collection continues to provide a diverse range of artwork from various cultures, regions, and time periods, providing students with a rich and varied cultural experience and opportunities for project based learning with access to hands-on projects as well as in depth research, utilizing the artwork in the collection.

The collection serves as a valuable educational resource, allowing students and faculty to study and analyze different artistic styles, techniques, and historical contexts. The following is a list of examples where the collection has been incorporated into course curricula across campus either as project-based learning and/or incorporated into lectures, or student research projects:
-Art History
-Fine Art
-Sculpture
-Color Theory
-Art Gallery
-Museum Studies Students Internships
-Fashion
-Humanities
-Black Studies
-English

The collection involves students in the curation, management, and promotion of the art collection and provides them with hands-on experience and contributes to their learning experience, aligning with the college's emphasis on Work Based Learning.

The college approved 20 hours a week for a NANCE, providing needed support for the management, conservation, and curation of the collection. Although 20 hours a week has been helpful, the collection is in desperate need of full time staff to oversee these areas.

The collection continues to be a focal point for community engagement, attracting residents, art enthusiasts, and visitors to the college campus for exhibitions, events, and cultural programming.

The collection has established partnerships with other institutions such as the San Diego Museum of Art, Black Arts and Culture District, Mingei, and San Diego Central Library Art Gallery, as well as artists to foster a broader cultural exchange.

EXHIBITIONS:
Agents of Power: Body Adornment in African Art at the San Diego Museum of Art 2024; A collaborative exhibition with the San Diego Museum of Art which includes pieces from the collection which opened February 2, 2024. It is too early to discuss successes, but the museum noted the Mesa College collection, providing opportunities to connect with the community and make them aware of the collection housed on campus.

Africa in Context Exhibition February 2023 at the Mesa College Art Gallery. During the Mesa exhibition, there were over 275 people that toured the collection. Curator and Collection Manager Denise Rogers gave private tours to several classes totaling between 30-40 students per class. This exhibition resulted in the collection and collections manager being featured on television stations and newspapers.

Echoes of Africa Exhibition June - August 2022. The Central library document close to 4,000 visitors to the exhibition from the date of the opening reception, June 4, to the closing date, August 20th. The Echoes of Africa Fundraiser which took place in May of 2022 raised $23,410 for the collection! The donations came from ticket sales, donations by council members, and silent auction and opportunity drawing proceeds. Events accompanying the exhibition included a reception, artist panel held at

the Central Library and two class lectures on the Mesa College campus. Two of the artists featured in the exhibition (Chris Tucker and Maxx Moses) gave lectures in Dr. Rogers Art 100 course on campus during Cultural Unity Week.

Support from the San Diego Mesa College Foundation Arts Council. This year, the Arts Council has maintained its membership and added two additional members, Patrizia Richardson and Bea Barraza. As a result of the Echoes of Africa fundraiser, the friends of the collection group were able to expand its members by 10 supporters, and gain more recognition and support from the San Diego Community.

In 2021 to 2022 as Covid restrictions were lifted there were more opportunities for in person exhibitions of the collection. There was one virtual exhibition and four on and off campus exhibitions this year.
The virtual exhibition was held on the World Cultures website: African Guardian Spirits to accompany Mesa College Cultural Unity Week.
The Mesa LRC World Cultures Glass Gallery featured textiles from Hawaii, and Mexico (from the Gracia Molina de Pick Collection), as well as a quilt by Arbie Williams. The Mesa Fashion Department created projects based on the quilts on display.
Off campus exhibitions include:
African Art and Culture exhibition at the Wesley Palm Retirement Community November 2021 - February 2022.
Illuminations of Africa exhibition held during Kuumba Fest at the Lyceum Theater downtown, February 2022.
Echoes of Africa exhibition held at the San Diego Central Library from June to August, 2022 in the 1st floor public gallery and 9th floor Art Gallery.

The Collection has received donations of over 100 pieces to the collection, totalling over $80,000 as of October 2023. The donations were able to fill a gap in the collection to include modern Peruvian folk art. As an HSI institution, increasing representation of art from the Americas is of high priority for the collection. The addition of pieces from Southeast Asia and the Americas also filled a gap in the collection in these areas, and will enable us to exhibit pieces from these regions more frequently that reflect the history and culture of our KAPWA students and align with the goals of the AANAPISI grant.

CHALLENGES:

Support is needed effectively oversee the curation, maintenance, preservation of the collection to ensure ongoing efforts to connect with students and the broader community. Support is also needed to work with faculty to develop course curriculum across disciplines to ensure that the art collection remains relevant to the educational goals and is accessible to a diverse audience.

Due to state and federal laws, the collection is housed under the Mesa College Foundation, despite being incorporated into the course curriculum. This prevents access to funding channels which could provide more learning opportunities for students.

Support Staff and the need for trained professionals in curatorial roles and conservation is crucial. Without proper expertise, maintaining and preserving artworks can be challenging.
Limited financial resources can pose a significant challenge in maintaining and exhibiting the collection as well as providing educational resources for faculty, organizing exhibitions and events. Not having access to a grant writer to locate and apply for funding.

Security and Preservation and protecting the collection from damage or deterioration due to age and environmental factors is a continuous challenge. Adequate security measures and conservation efforts are essential.

If applicable, describe any major curricular or service changes your unit has engaged in and the impact of those changes since the last comprehensive review.
1. Collections Manager, Professor Denise Rogers presented to the School of Arts and Languages as part of the Call to Action project to brainstorm a plan to integrate the World Cultures Collection into instructional lessons and classroom experiences.

Summary and Reflection

2. Students enrolled in the Mesa College Museum Studies program complete their internship hours working with the collection to gain hands-on experience in collection management, curation and preservation.

3. Class visits and projects that incorporate the collection include the following:
- Art classes touring the collection and using the artwork to complete a class project.
- Hands on and project based learning assignments in studio art courses.
- Lectures in the collection storage space where students can connect artwork to their course content, providing opportunities for more in depth research.
- Honors students researching, writing and/or presenting on pieces within the collection.
- Working with faculty to incorporate pieces from the collection into their course content for class assignments.
- Students view pieces in the collection on display in the Glass Gallery located on the 1st floor of the Learning Resource Center (LRC) to complete visual assessment assignments for Fine Arts courses.

If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.
During the Spring 2023 semester, the collection was relocated into a larger space and a plan was implemented to renovate the space into a World Art Resource Center, where students can view the collection in glass display cases, access resource materials such as an online database, journals and books as well as speak with Collections Manager Prof. Denise Rogers to learn more about the meaning of the pieces in the collection. The area will also incorporate study spaces so students can sketch, study or hang out in a space where they are surrounded by works of art. This space will also be used for fundraising events to support the management, curation, and preservation of the collection.

If you assess OUTCOMES, please confirm that the outcomes have been reviewed for accuracy. If you do not assess Outcomes, skip this question.

Related Documents for Charts and Graphs

Executive Summary Complete

Data Reflection

Trends observed in program/service area's data.
As the collection gains more attention, awareness both on and off campus has increased.

1. QR codes are used for the LRC Glass Gallery display. The codes have been scanned 54 times during the Fall and Spring semesters.

2. The School of Arts and Languages Call to Action led to 3 professors incorporating the collection into their course curriculum.

3. The art department has increased its usage of the collection in classes.

4. The Fashion Department used the collection for a class project which was exhibited in the Glass Gallery.

5. The collection manager gave numerous presentations over the past year to increase awareness of the collection which included the Board of Trustees, President’s Cabinet, San Diego Mesa College Foundation, School of Arts and Languages, and School of Humanities. These presentations resulted in Admin. sharing information about the collection, providing more exposure and support, and Faculty incorporating the collection into the curriculum.

6. The Africa in Context Exhibition was visited by 275 visitors during the reception and Prof. Denise Rogers gave 4 tours of 30-40 students during the month of February. Students were asked to write summaries of the exhibition during the tours. The exhibition also resulted in 2 new student volunteers for the collection.

Summary and Reflection

Describe any equity gaps in the data. Are there differences and/or patterns observed by demographics (e.g.race/ethnicity, gender, age, etc.)

Although no data is available specific to the collection, the creation of OER resources for art courses, and a textbook for the African Art course, alleviates the burden of textbook costs experienced by many of our students. Removing that financial burden for students helps to realize the equity goals for the department and college.

The collection fills an equity gap in that students have access to museum quality pieces from Africa, Asia, MesoAmerica and art of the Pacific, communities that are represented on our campus. They are relieved of the burden of having to travel to local or regional museums that have similar pieces in their collections. Access to this resource provides opportunities for hands-on experience and research opportunities from underrepresented groups. Because of the prominent location of the Glass Gallery on the 1st floor of the LRC, students do not have to travel off campus or out of the county.

The collection provides opportunities for work-study students who have a specific interest in art and art related careers. Many work-study students with an interest in photography, web design, cultural history, and art history have worked with the collection, and have included their experience on their resume.

Related Documents for Charts and Graphs

Describe the discussion(s) that took place about the unit's learning outcomes assessment data.

N/A

Data Reflection Complete

Practice Reflection

Describe current practices your program/service area has engaged in that you believe impact the above data trends and equity gaps.

OER resources:

1. The creation of OER textbook for ARTF 115 African Art
2. OER resources for use in the following courses
   - ARTF 100 Art Orientation
   - ARTF 113 Arts of Africa, Oceania and the Americas
   - ARTF 109 Modern Art - specifically focusing on European artists who appropriated African Art, Art of the Americas, and art of the Pacific into their paintings and sculptures. Underrepresented students are able to see their history and cultural practices that are overlooked in the history of art and recognize the sources many European artists appropriated to create works that are championed in art textbooks..
   - ARTF Studio Courses including sculpture, color theory, drawing and 3D design. Students were able to enhance their skills in drawing and sculpting by viewing and creating renderings of pieces in the collection.

3. Access to artifacts that represent the history and culture of underrepresented communities including African, African American, Asian, Native American/Indigenous, Latinx, and the Pacific Islands. Students from these regions have opportunities for hands-on project based learning experiences with artwork that is part of their cultural heritage that is readily accessible in a prominent location in the Glass Gallery on the 1st floor of the LRC, alleviating transportation issues for students.

4. The collection provides opportunities for Museum Studies and work-study students who have a specific interest in art and art related careers. Many work-study students with an interest in photography, web design, cultural history, and art history have worked with the collection, and have included their experience on their resume.

What other factors (internal or external) might also impact the above data trends and equity gaps?

The challenges listed above affect our data trends. The collection could have a greater impact and help decrease equity gaps with additional support.

Related Documents for Charts and Graphs

Summary and Reflection
Practice Reflection Complete

Mid-Cycle Updates

YEAR 2 Updates (2023 - 2024)
Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 2.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 2.

Review Outcomes Report. Review the unit's outcomes assessment process for 2022 - 2023. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 2.

YEAR 3 Updates (2024 - 2025)
Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 3.
During the 2024-25 Cycle the collection was moved to LRC 447-448 and titled the World Art Gallery & Research Center. This space contains 26 glass display cases and 6 tables and an L shaped sofa and table where students are able to study. The college invested over $100,000 dollars in the space so students are able to come into the space, see over 500 pieces from the collection displayed at all times.
QR codes were created so students and visitor can learn more about the history and culture of the artwork and complete assignments for their classes. Since the opening in October of 2024, following the Dr. Barbara Blackmun celebration in September, the new space has received an overwhelmingly positive response from students, faculty, and visitors, with over 250 visitors exploring the gallery in its first two months of operation. Three Mesa College classes used the collection for coursework, the California Association of Black School Educators visited the space to engage with the artwork and its cultural significance. We have had student volunteers using the space for class projects. Honors students use the space for class assignments. Museum studies students fulfilling internship hours in the space. Mesa Impactship program students work in the space fulling their work experience assignments while pursuing their work experience goals of entering into graphic design, photography or museum collections management. We also have two NANCE workers who staff the space Monday through Thursday to ensure students have access daily.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 3.

Review Outcomes Report. Review the unit's outcomes assessment process for 2023 - 2024. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 3.

YEAR 4 Updates (2025 - 2026)
Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 4.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 4.

Review Outcomes Report. Review the unit's outcomes assessment process for 2024 - 2025. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 4.

YEAR 5 Updates (2026 - 2027)
Provide any edits or updates to the prompts originally documented in the Executive Summary section for Year 5.

Provide any edits or updates to the prompts originally documented in the Data Reflection section for Year 5.

Summary and Reflection

Review Outcomes Report. Review the unit's outcomes assessment process for 2025 - 2026. Discuss connections to unit goals/action plans/resource requests.

Provide any edits or updates to the prompts originally documented in the Practice Reflection section for Year 5.

Unit Goals, Action Plans, and Updates

Goal 1: Education and Enrichment:

Unit Goal: Goal 1: Education and Enrichment:
Objective 1 - Review, develop and expand course curriculum in collaboration with Faculty across disciplines.
Objective 2 - Expand internship program to include Museum Studies, but also in collaboration with Work Based Learning for service credit and/or paid interships
Objective 3 - Build and Deepen Partnerships with local colleges, universities, and art institutions.
Objective 4 - Engage with K-12 Schools to collaborate with teachers to introduce project-based learning, especially with disproportaionaly represented groups who are represented in the collection holdings.

Goal Status: Active

Beginning Year: 2023 - 2024

Projected Completion Year: 2029 - 2030

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active	

Action Plan: Goal 1: Completion
The collection supports the design and promotion of programs and services that intentionally target a reduction in equity gaps in completion outcomes in the OER resources and representation of underrepresented groups in the collection.

Goal 2:Pathways and Partnerships aligns with
Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services is demonstrated in the direct access students have to pieces in the collection which are available in the World Art Resource Center which is currently in development as well as access to the 1st Floor glass gallery.
We have a partnership with the Kimbrough Elementary School in Sherman Heights which has pieces on display in their school office. We are also currently developing projects to share with K-12 instructors to incorporate African Art into their course curriculum. We have also displayed pieces and hosted events at the Monarch school for homeless youth located in downtown San Diego.
We have increased community engagement, by hosting exhibitions and events at SDMA, San Diego Central Library, Lyceum Theater, Wesley Palms Retirement Community, and Grossmont College. We also provide experiential learning, integrated career planning, and workforce training for work-study students and Museum Studies Interns to prepare students for future careers in the arts..

Goal 3:Community
We have develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups*, and inclusion by focusing on artwork that represents the cultural heritage of underrepresented groups from the continents of Africa, Asia and the Americas as well as islands in the Pacific.
In all of our exhibitions, activities and content on our website we have built a culture of communication that is

Unit Goals, Action Plans, and Updates

Action Plans	Updates
evidence based (artwork), race conscious by focusing on the unique histories of the groups represented in the collection, institutionally focused by emphasizing the artwork as the Mesa College World Art Collection to bering awareness of the creativity, history and innovation of the groups represented and also expanding the collection from focusing specifically on African art to include artwork from the continent of Asia, the Americas and the Pacific as well as contemporary works of art from all regions to be more inclusive and equity minded. Because the collection and access to this valuable resource is located on campus and free to the public, we have removed barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning by having direct access to the collection and supplemental research materials, in addition to projects such as Call to Order sponsored by the School of Arts and Languages. We have demonstrated increased opportunities to be an asset and resource to the external community by exhibiting artwork and establishing partnerships with San Diego Museum of Art, Mingeii Museum and San Diego Central Library as well as faculty from CSU Northridge and UCSD who serve on the World Art Council. GOAL 4: Stewardship We have supported processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change in the development of sustainability modules in ARTF 115 Course which focus on reusable and recylalble materials represented in the artwork in the collection. **Action Plan Cycle:** 2024 - 2025, 2023 - 2024	

Unit Goals, Action Plans, and Updates

Goal 2: Strategically Curate and Manage the Collection:

Unit Goal: Goal 2: Strategically Curate and Manage the Collection:
Objective 1 - Review and Update Policies and Procedures.
Objective 2 - Strategically expand the collection.
Objective 3 - Plan for Deaccession Within the Collection.

Goal Status: Active

Beginning Year: 2023 - 2024

Projected Completion Year: 2029 - 2030

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Active	

Action Plan: Goal 1: Completion
The collection supports the design and promotion of programs and services that intentionally target a reduction in equity gaps in completion outcomes in the OER resources and representation of underrepresented groups in the collection.

Goal 2:Pathways and Partnerships aligns with
Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services is demonstrated in the direct access students have to pieces in the collection which are available in the World Art Resource Center which is currently in development as well as access to the 1st Floor glass gallery.
We have a partnership with the Kimbrough Elementary School in Sherman Heights which has pieces on display in their school office. We are also currently developing projects to share with K-12 instructors to incorporate African Art into their course curriculum. We have also displayed pieces and hosted events at the Monarch school for homeless youth located in downtown San Diego.
We have increased community engagement, by hosting exhibitions and events at SDMA, San Diego Central Library, Lyceum Theater, Wesley Palms Retirement Community, and Grossmont College. We also provide experiential learning, integrated career planning, and workforce training for work-study students and Museum Studies Interns to prepare students for future careers in the arts..

Goal 3:Community
We have develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups*, and inclusion by focusing on artwork that represents the cultural heritage of underrepresented groups from the continents of Africa, Asia and the Americas as well as islands in the Pacific.
In all of our exhibitions, activities and content on our website we have built a culture of communication that is

Unit Goals, Action Plans, and Updates

Action Plans	Updates
evidence based (artwork), race conscious by focusing on the unique histories of the groups represented in the collection, institutionally focused by emphasizing the artwork as the Mesa College World Art Collection to bering awareness of the creativity, history and innovation of the groups represented and also expanding the collection from focusing specifically on African art to include artwork from the continent of Asia, the Americas and the Pacific as well as contemporary works of art from all regions to be more inclusive and equity minded. Because the collection and access to this valuable resource is located on campus and free to the public, we have removed barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning by having direct access to the collection and supplemental research materials, in addition to projects such as Call to Order sponsored by the School of Arts and Languages. We have demonstrated increased opportunities to be an asset and resource to the external community by exhibiting artwork and establishing partnerships with San Diego Museum of Art, Mingeii Museum and San Diego Central Library as well as faculty from CSU Northridge and UCSD who serve on the World Art Council. GOAL 4: Stewardship We have supported processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change in the development of sustainability modules in ARTF 115 Course which focus on reusable and recylalble materials represented in the artwork in the collection. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024	

Unit Goals, Action Plans, and Updates

Goal 3: Outreach and Support:

Unit Goal: Goal 3: Outreach and Support:
Objective 1 - Build a support network through membership/fundraising campaigns.
Objective 2 - Increase support and expand donor base through events.

Goal Status: Active

Beginning Year: 2023 - 2024

Projected Completion Year: 2029 - 2030

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Active	

Action Plan: Goal 1: Completion
The collection supports the design and promotion of programs and services that intentionally target a reduction in equity gaps in completion outcomes in the OER resources and representation of underrepresented groups in the collection.

Goal 2:Pathways and Partnerships aligns with
Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services is demonstrated in the direct access students have to pieces in the collection which are available in the World Art Resource Center which is currently in development as well as access to the 1st Floor glass gallery.
We have a partnership with the Kimbrough Elementary School in Sherman Heights which has pieces on display in their school office. We are also currently developing projects to share with K-12 instructors to incorporate African Art into their course curriculum. We have also displayed pieces and hosted events at the Monarch school for homeless youth located in downtown San Diego.
We have increased community engagement, by hosting exhibitions and events at SDMA, San Diego Central Library, Lyceum Theater, Wesley Palms Retirement Community, and Grossmont College. We also provide experiential learning, integrated career planning, and workforce training for work-study students and Museum Studies Interns to prepare students for future careers in the arts..

Goal 3:Community
We have develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups*, and inclusion by focusing on artwork that represents the cultural heritage of underrepresented groups from the continents of Africa, Asia and the Americas as well as islands in the Pacific.
In all of our exhibitions, activities and content on our website we have built a culture of communication that is

Unit Goals, Action Plans, and Updates

Action Plans	Updates
evidence based (artwork), race conscious by focusing on the unique histories of the groups represented in the collection, institutionally focused by emphasizing the artwork as the Mesa College World Art Collection to bering awareness of the creativity, history and innovation of the groups represented and also expanding the collection from focusing specifically on African art to include artwork from the continent of Asia, the Americas and the Pacific as well as contemporary works of art from all regions to be more inclusive and equity minded. Because the collection and access to this valuable resource is located on campus and free to the public, we have removed barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning by having direct access to the collection and supplemental research materials, in addition to projects such as Call to Order sponsored by the School of Arts and Languages. We have demonstrated increased opportunities to be an asset and resource to the external community by exhibiting artwork and establishing partnerships with San Diego Museum of Art, Mingeii Museum and San Diego Central Library as well as faculty from CSU Northridge and UCSD who serve on the World Art Council. GOAL 4: Stewardship We have supported processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change in the development of sustainability modules in ARTF 115 Course which focus on reusable and recylalble materials represented in the artwork in the collection. **Action Plan Cycle:** 2025 - 2026, 2024 - 2025, 2023 - 2024	

Unit Goals, Action Plans, and Updates

GOAL 1 Education and Enrichment

Unit Goal: Goal 1: Education and Enrichment:
Objective 1 - Review, develop and expand course curriculum in collaboration with Faculty across disciplines.
Objective 2 - Expand internship program to include Museum Studies, but also in collaboration with Work Based Learning for service credit and/or paid interships
Objective 3 - Build and Deepen Partnerships with local colleges, universities, and art institutions.
Objective 4 - Engage with K-12 Schools to collaborate with teachers to introduce project-based learning, especially with disproportionately represented groups who are represented in the collection holdings.

Goal Status: Active

Beginning Year: 2024 - 2025

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 1:** Develop pathways that provide students with clarity about degree, certificate, and transfer requirements. (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)

Unit Goals, Action Plans, and Updates

- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** Mesa College World Art Collection has established a partnership with Freese Elementary and their museum studies program for 5th graders. Mesa College aims to enhance their school's museum studies program by providing students with hands-on experience in curating and storytelling through exhibitions. The collaboration will also include a student from Mesa's Impactship program, who will assist students with exhibition setup, docent roles, and narrative development. The first exhibition, planned for May's Open House, will feature a piece from Mesa's collection, with supporting historical and digital context, alongside student-created artwork inspired by the display. A second exhibition themed around masks and identity will take place in October. This partnership not only deepens student understanding of museum studies as a potential career path but also highlights the role of exhibitions in fostering storytelling, human connection, and cultural exploration. The partnership will highlight a pathway to support students on their educational journey, beginning in elementary school and leading them toward opportunities in community college and beyond. **Action Plan Cycle:** 2024 - 2025	**Submission Date**: 12/09/2025 **Action Plan Update**: Our partnership with Freese Elementary and their museum studies program for 5th graders resulted in an exhibition curated by Dara Vega, Mesa College Impactship Intern, with oversight by Dr. Denise Rogers. The exhibition included pieces from the Mesa College World Art Collection along with projects created by Freese Elementary Students. They created their own masks, inspired by masks on display in the gallery. This partnership deepened students understanding of museum studies and curation as a potential career path and also highlighted the role of exhibitions in fostering storytelling, human connection, and cultural exploration. More recent updates include expanding the partnership to include the San Diego School of Creative and Performing Arts. SDSCPA High School students will work with Professor Rogers, the Freese Gallery Director and SDSCPA Intern Coordinators to introduce high school students to the field of museum studies, curation and collection management. Learning Outcomes for the students have been established with plans for the internships to begin during the Spring 2026 semester. **Update Year**: 2025 - 2026 **Action Plan Progress**: On Track

Unit Goals, Action Plans, and Updates

Goal 3: Strategically Curate and Manage the Collection

Unit Goal: Goal 3: Strategically Curate and Manage the Collection
Objective 1 - Review and Update Policies and Procedures.
Objective 2 - Strategically expand the collection.
Objective 3 - Plan for Deaccession Within the Collection.

Goal Status: Active

Beginning Year: 2024 - 2025

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 1:** Use technology to improve communication and accessibility across campus. (✓)
- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Completion - Objective 3:** Design and promote programs and services that intentionally target a reduction in equity gaps in completion outcomes (✓)
- **Completion - Objective 4:** Support students' access to resources to mitigate the impact caused by technological and basic needs insecurity (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 5:** Develop and implement technologies, including website redesign, that will make pathways information available to students so that they can effectively utilize this information in their educational and career planning (✓)
- **Scholarship - Objective 1:** Expand and prioritize professional learning experiences for all employees that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)
- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase

student success (✓)

- **Stewardship - Objective 2:** Support processes and initiatives that prioritize environmental sustainability and reduce Mesa College's impact on climate change (✓)

Action Plans	Updates
Action Plan Status: Completed	**Submission Date**: 12/09/2025 **Action Plan Update**: This collaboration advanced key goals of by increasing public visibility, promoting African cultural traditions, and strengthening institutional partnerships. Between July and September 2024, the exhibition reached an estimated 125,000 visitors at SDMA, providing unprecedented exposure for Mesa College’s teaching collection. The project also supported Mesa students by expanding access to global arts education and placing the college within broader regional museum dialogues. It demonstrated the value of culturally responsive exhibitions and the unique role community colleges can play in public arts education. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: In the summer of 2024 we collaborated with the San Diego Museum of art and Featured pieces of the collection in an Exhibition Titled Body adornment amongst Agents of Power: Body Adornment in African Art. The exhibition featured African peoples is rich and diverse, an essential aspect of cultural expression, identity, and heritage. Across the continent, different cultures use body art to communicate creativity and cultural identity through performance, sculpture, beadwork, and print form. Such elements collectively illustrate each group's social status, spiritual support, military strength, and individual cultural aesthetic. Through a selection of works from the Mesa College World Art Collection and The San Diego Museum of Art, this exhibition examines Maasai, Chokwe, Zulu, and Xhosa art representing the body or meant to be worn on it as an agent of power. Intricate beaded collars and female headpieces represent beauty, strength, and social status in the many distinct body art practices of the Maasai peoples. The Chokwe people, primarily located in central and southern Africa, are known for their exceptional wooden masks and sculptures adorned with elaborate scarification. These artworks often represent ancestors, spirits, and mythological figures. Feathers were an essential part of warrior regalia for the Zulu people, who create objects with intricate designs that are both functional and artistic. Warriors wore plumes on their heads, often made of crane or ostrich feathers and signifying their rank or achievements. Located in South Africa, the Xhosa people have a long history of beadwork. Xhosa beadwork characterized by vibrant colors and intricate patterns in necklaces, headdresses, and bracelets, often plays an important role in ceremonies and rituals. As a group, these works display some of the unique artistic traditions distinguishing each of these cultures and reflecting the social structures, beliefs, and history of their peoples. **Action Plan Cycle:** 2024 - 2025	

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Status: Active	**Submission Date**: 12/09/2025 **Action Plan Update**: We plan to request an Instructional Aid position for the collection during the 2025 - 2026 cycle. This will be our 3rd attempt at securing permanent staffing for the collection. We also received word that our NANCE funding is running out with no future funding identified. The space will have to close if the staffing issue is not addressed. **Update Year**: 2025 - 2026 **Action Plan Progress**: Barriers Encountered

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan: The Mesa College World Art Collection continues to be a valuable teaching resource across many disciplines, including art history, Black Studies, anthropology, and museum studies. In the 2024–2025 academic year, over 500 visitors engaged with the collection, including three college classes, K–12 groups, and community organizations. Museum Studies interns and Mesa Impactship students assist with cataloging, research, digital records, and exhibitions. These experiences prepare them for jobs and transfer opportunities, while also building confidence and professional skills. Last year, we opened a dedicated gallery and research center with improved lighting, climate control, and a welcoming entry space for visitors. These upgrades support exhibitions and better access for students and community members. However, challenges remain, we continue to rely heavily on part-time staff and interns which is not sustainable. With plans for a new gallery, support is needed to ensure the collection receives full time support. Additionally, we still need improved storage systems to preserve over 2,000 objects, including sensitive works made from wood, textiles, ivory, and metal. To sustain growth and student access, we are advocating for a full-time staff position to support ongoing collections care, research, and programming. The collection is deeply tied to Mesa College's mission of equity and excellence. Through this work, we preserve global cultural histories, support student success, and provide meaningful, hands-on learning that centers underrepresented voices.	

Unit Goals, Action Plans, and Updates

Action Plans	Updates
Action Plan Cycle: 2025 - 2026	

Goal 2: Outreach and Support:

Unit Goal: Goal 2: Outreach and Support:
Objective 1 - Build a support network through membership/fundraising campaigns.
Objective 2 - Increase support and expand donor base through events.

Goal Status: Active

Beginning Year: 2024 - 2025

Projected Completion Year: 2025 - 2026

Mapping
Mesa College Strategic Plan: Roadmap to Mesa2030:

- **Community - Objective 2:** Develop activities, spaces, and programs that support a sense of belonging with a focus on antiracism, historically minoritized groups, and inclusion. (✓)
- **Community - Objective 3:** Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing (✓)
- **Community - Objective 4:** Remove barriers to equitable participation by developing, incentivizing and creating structures for all employees to engage in and design professional learning (✓)
- **Community - Objective 5:** Increase opportunities to be an asset and resource to the external community (✓)
- **Completion - Objective 2:** Develop cross - functional teams that support student success and include integrated career and transfer counseling. (✓)
- **Pathways and Partnerships - Objective 1:** Develop and implement frameworks to create communities that can provide more targeted delivery of educational resources and support services. (✓)
- **Pathways and Partnerships - Objective 2:** Expand partnerships with K-12 institutions to enhance program offerings and increase access for minoritized students. (✓)
- **Pathways and Partnerships - Objective 3:** Increase community engagement, experiential learning, integrated career planning, and workforce training to prepare students for future careers (✓)
- **Pathways and Partnerships - Objective 4:** Expand intersegmental pathways to create a seamless transition between Mesa and k-12, non-credit, Universities, and careers (✓)
- **Scholarship - Objective 2:** Evaluate and improve Diversity, Equity, and Inclusion practice in classroom environments, campus activities, departments, schools, and administrative units (✓)

Unit Goals, Action Plans, and Updates

- **Scholarship - Objective 4:** Expand the use of innovative and high-quality teaching, learning, and support practices that achieve equitable outcomes and increase student success (✓)

Action Plans	Updates
Action Plan Status: Active **Action Plan:** The Mesa College World Art Collection is expanding its commitment to community engagement through partnerships with local schools, cultural organizations, and neighborhood groups. We plan to achieve this goal by offering exhibitions, K–12 classroom visits, and hands-on workshops that bring world art directly into the San Diego community. Past outreach has included visits to Monarch School, Kimbrough Elementary, Freese Elementary, collaboration with the San Diego Museum of Art, San Diego Central Library, California Association of Black School Educators, and senior community tours. Our goal is to strengthen ties between Mesa College and surrounding communities by increasing visibility of underrepresented histories and providing accessible, educational programming that resonates across generations. **Action Plan Cycle:** 2024 - 2025	**Submission Date**: 12/09/2025 **Action Plan Update**: During the 2024-2025 school year we held two events, the Dr. Barbara Blackmun recognition ceremony and Voices of Africa. In addition we welcomed several class visits. As a result of these efforts were were able to raise funds to support the collection. Our fundraising balance rose by $10,000 due to contributes from community members. We would like to continue our efforts by hosting events featuring guest speakers who are experts in the field so our students are exposed to the cultural history of the groups represented in the collection. **Update Year**: 2024 - 2025 **Action Plan Progress**: On Track