

SAN DIEGO  
MESA COLLEGE



# Program Review

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

Student Services - The Pride Center

### Executive Summary

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**Describe the successes and challenges your unit has faced since the last comprehensive review.**

#### Successes

The Pride Center was opened on February 22nd, 2023. This monumental milestone aligns with the institution's values of becoming the "leading college of equity and excellence" to close equity gaps to assist LGBTQIA+ identified students. This achievement originated from the advocacy efforts of the LGBTQIA+ Task Force developed by the Committee for Diversity, Action, Inclusion, and Equity CDAIE. This advocacy efforts took over 7 years of planning, proposals, and meetings with the college president to establish the foundation and identify a dedicated space for the Pride Center.

The Pride Center team was created in Spring 2022 and is housed under the School of Student Success and Equity. The team is composed of 1 .6 FTE Adjunct Counselor Coordinator working 18 hours per week and 3 hourly Project Assistants working 20 hours per week. Due to limited space, the Pride Center Team worked from the Administrative Office in the Student Services building from February 2022-February 2023. The team is proud to share that the Pride Center is now located in a beautiful space in D102. The number of students served will increase now that a physical space is available; this increase will also be to the visibility and awareness of services available for this specific student population. The Center provides ongoing events and services and promotes to campus community via email, newsletter, flyers, and social media.

Since the Pride Center opened in February 2023, the Pride Center has been utilized 270 times by students. This data is currently being collected through a Google Form, where students ID is collected and the reason(s) students using the space. The reasons we have listed are:

- Counseling services
- Workshops/Event
- GSA Meeting
- Community Resources
- Study Hours
- Safe Zone Training
- Rest/Relax
- Food/Snacks

These different options have been selected as part of equity gaps identified impacting LGBTQIA+ student success and retention. These gaps were identified through evidenced-based data from LGBTQIA+ student focus groups conducted by the district research analyst, collaboration with the research department at Mesa College, and research from peer-reviewed articles about the LGBTQIA+ student experience in community college from the adjunct counselor coordinator.

LGBTQIA+ students face barriers that prevent them from achieving their academic and personal goals. Research shows LGBTQIA+ students in higher education, particularly students of color, strongly consider leaving their institutions. These considerations have a strong connection to students not feeling welcomed, being targets of hostile environments due to physical, verbal, sexual harassment. Similarly, LGBTQIA+ students of color have a higher probability to experience mental health concerns, that is, higher suicidal ideation, depression, and anxiety. Aside from this, LGBTQIA+ students experience housing and food insecurities forcing them to focus on surviving rather than achieving their academic goals. This evidence emphasizes that equity gaps exist and negatively affect the success and retention of LGBTQIA+ students in higher education settings.

As a result, the following goals have been identified and described as part of the LGBTQIA+ equity plan that the Pride Center will follow to support students at Mesa College. The Pride Center is committed to learning,

## Summary and Reflection

evaluating, and offering anti-oppressive and Queer affirming services our LGBTQIA+ student population may need to succeed at San Diego Mesa College. These services look like and are not limited to:

Trauma-informed and Gender affirming Academic, Career, and Personal Counseling Services

Year-round expressive and affirming workshops, events, activities related to academic success, and personal and community care.

Equity-minded presenters to enhance the learning of the LGBTQIA+ community at the San Diego Mesa College campus.

Free school supplies, printing, computer access, and safe study space.

Free LGBTQIA+ Library that centralizes LGBTQIA+ authors and topics.

Free personal hygiene and self-care supplies.

Enhancement of student voices and visibility through leadership opportunities such as volunteering, participating in events, and collaborating with the Pride Center.

Emergency direct aid aims to assist students with food and housing insecurities.

LGBTQIA+ Celebrations such as LGBTQIA+ History Month, Coming Out Day, Pride Month, etc. to build community at Mesa College.

Yearly Lavender Graduation celebration to honor and recognize the academic accomplishments of LGBTQIA+ students, staff, and faculty.

Case management services guide students to on and off-campus resources to help them with their academic and personal goals.

LGBTQIA+ Scholarships.

Mental health services through collaboration with Student Health Services.

Collaboration with the Gender Sexuality Alliance (GSA) student club.

Year-round Safe Zone Trainings are available to students, faculty, staff, and administrators to learn about allyship and ways to support the LGBTQIA+ community at San Diego Mesa College.

### Student Participation

Since the Pride Center services started (even before the Pride Center was opened) the following students have participated in the following services:

Events/Activities: 177 students

Counseling Services: 45 students

Food/Snacks: 26 students

Relax/Build community: 154 students

### Professional Development

The Pride Center is committed in educating the greater campus community learning ways to become an ally, and supporting our LGBTQIA+ community through our Safe Zone Trainings. Since Fall 2023, the Pride Center has trained administrators, faculty, classified staff, NANCE, Peer Navigators, and students.

People Trained: 23

Additionally, the Pride Center has and will continue to share valuable resources for the campus community to learn ways to foster LGBTQIA+ student and professional excellence. For instance, Mesa College has been invited to participate in conferences and events centered on allyship in assisting LGBTQIA+ students in community colleges. Mesa College Pride Center has been invited to present on the center and model.

### Intersectionality – Partnerships and Collaborations

LGBTQIA+ students are part of the multiple programs/departments at Mesa College due to their intersection of identities. This means that our Pride Center may serve 100% of our students. Acknowledging intersectionality has led the Pride Center to take leadership and create partnerships with other departments such as EOPS, The Stand, CalWorks, Black Fellows Initiative, AAPI, AVANZA, and more. These partnerships look like collaborating in workshops and events that highlight the intersectionality and diversity that exists on our campus.

Since Spring 2022, the Pride Center has initiated partnership with other universities to ensure the transition of students (their goal is to transfer) to the university. The Pride Center will ensure that these partnerships continue to grow and create opportunities for students, such as university campus visits, pride center explorations, and other extracurricular activities that ensure students' retention, success, and continuation of their academic goals.

## Summary and Reflection

### Challenges

#### -Funds

The Pride Center is currently funded by a one-time allocation of \$134,737 to use over 5 years from 2022-2027, primarily supporting operating expenses and services to students. This puts the Pride Center in uncertainty if more funds are available to continue the expense to assist students through services, events/activities, and other resources that require funds. As a result, the Pride Center adjunct counselor coordinator has worked on applying for grants that Mesa College offers to ensure an extended amount of funds.

#### -Part-Time Faculty/Employees

Currently, the Pride Center is being directed by an adjunct counselor coordinator with a .6 FTE working 18 hours per week. Four hourly project assistants also support the Pride Center working 20 hours per week. The Pride Center needs permanent funding to support a full-time position. These positions have been paid through HEERF funds and transitioning to COVID Block funds. The Pride Center needs permanent funding to support a full-time position.

This lack of funding for employees is crucial as this impacts the Pride Center's operating hours. The Pride Center has received comments from students asking for hours to connect with other students and do homework. Currently, the Pride Center is open Monday through Thursdays from 9am to 4pm; Fridays are closed.

The need of full-time counselor coordination is requested to ensure that outreach and retention approaches are implemented to support students with their academic journey at Mesa College. These approaches include creating student-centered services, evaluating current Mesa College Policies to assist LGBTQIA+ students (especially Trans and Non-binary students), and creating conditions that will support students in accomplishing their academic and personal goals.

**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.**

N/A

**If applicable, describe the impact of any new resources (human, fiscal, etc) on the unit and/or action plan implementation.**

The addition of part-time Project Assistants has resulted in increased coverage of the Pride Center's physical space. However, the continued provision of comprehensive services that meet the growing and changing needs of our LGBTQIA+ student population is difficult to ensure without implementing a full-time position, namely a full-time Counselor Coordinator.

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

Reviewed & Accurate

### Related Documents for Charts and Graphs

[Program Review Update FA23.docx](#)

### Executive Summary Complete

Yes

## Data Reflection

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### Trends observed in program/service area's data.

#### Service Usage and Demand

There have been over 270 recorded submissions of students who have utilized the Pride Center for its services, resources, workshops and events, and our brave physical space. We are continually improving our methodology for tracking resource and programming usage, event attendance and connecting with the unique lived

## Summary and Reflection

experiences and dynamic needs of our LGBTQIA+ population.

Our Pride Center events, workshops, and other campus activities are additional programming. Our events have been well-attended over the past fiscal year. Further recorded quantitative details are included below. We acknowledge that the recorded numbers may be less than the number of people present as we continue improving our attendance tracking capacity. Check out Mesa College's Flickr website for pictures of these events.

Rainbow Eat & Greet – recorded 85 attendees

Sip & Paint – recorded 45 attendees

Las Reinas de los Cuentos – recorded 17 attendees

Queer Astrology Loteria – recorded 20 attendees

Grand Opening Ceremony – not tracked

It Takes Two or More – recorded 6 attendees | est. 8 attendees

Pride Flags 101 – recorded 4 attendees

QAAPI: Queering AAPI with Intersectionality – recorded 26 attendees | est. 32 attendees (including fac/staff/admin)

Lavender Celebration – 80 attendees

Basic needs resources have also proven to be an essential service for students at the Pride Center. These resources include meal cards students can redeem at the Mesa Cafe, Mesa Commons, and other campus food service facilities partnered with Company Kitchen. Meal cards have ensured that students can address or prevent the equity gaps of food insecurity while on campus. This is essential, as research shows that hungry students have less success in the classroom and experience a lower course content retention rate than students who are food secure or have sufficient nutrition.

The Pride Center also provided gas cards to students. Based on students' disclosure to Pride Center Staff members, the rising cost of gasoline has made it difficult for many students to afford transportation to campus. This has prevented them from attending classes and accessing education. Transportation subsidies are essential to prevent this accessibility issue from worsening for many of our transportation-insecure LGBTQIA+ students. The Pride Center is committed to requesting additional meal cards and gasoline subsidy cards to ensure that we can meet the basic needs of our students.

The following are some points to consider regarding the future of our Pride Center:

Laptop checkout: How can we make this process more efficient?

LGBTQIA+ Library and Media: Should we expand this collection to include film media? If so, how can we work with LRC and Edeama to make this happen?

Data collection: Do we want to record unique (or unduplicated) students who use our resources? How can we optimize our data recording and Google Forms processes if so?

Workshop attendance: Our data for workshop attendance often needs to be more accurate. How can we encourage students to sign up for workshops instead of only clicking "rest/relaxation"?

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

The Pride Center will implement a new application system to collect student metrics such as demographic information. The collection of this data will serve the Pride Center to track student success and retention and, thus, implement programming to close possible equity gaps.

Data Collected from the Research Department:

LGBTQIA+ Student Enrollment – Spring 2022

Transgender – 80 students

Bisexual – 437

Gay or Lesbian – 243

Non-Binary – 49

Other – 99

Total: 908

## Summary and Reflection

Transgender and Non-Binary – Summer 2019 to Spring 2022

Transgender by Ethnicity

African American – 7 students

Asian – 44 students

Latinx/e - 74 students

Multi-ethnic – 34 students

Native American – 3 students

Pacific Islander – 2 students

White – 112 students

Unknown – 1

Total: 277 students

Non-binary by Ethnicity

African American – 139 students

Asian – 161 students

Latinx/e - 1,092 students

Multi-ethnic – 339 students

Native American – 12 students

Pacific Islander – 21 students

White – 1,152 students

Unknown – 10

Total: 3,045 students

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

The development to assess learning outcomes assessment data is primarily held through meetings with the Pride Center team and the Dean of student success and Equity. These conversations have involved considering data based on demographic information, current experiences with LGBTQIA+ students, and equity-based approaches to closing equity gaps LGBTQIA+ students face. These factors guide the implementation of student services available at the Pride Center and creation of events/workshops. These conversations occur on a weekly basis.

The discussion among the team members highlights student success and retention. To promote success among our students, we provide services that align with each student's academic and personal goals. These goals are tied closely with students' identity and other LGBTQIA+-related life experiences.

Retention is promoted by increasing the sense of belonging through events and activities. The Pride Center immerse in a daily learning experience through our students' recommendations and comments on how our events and activities support them utilizing the space. This sense of belonging in LGBTQIA+ students is essential for them to stay in college and complete our students' diverse goals. A sense of belonging has become essential for our Pride Center to holistically support Mesa College LGBTQIA+ students.

### **Related Documents for Charts and Graphs**

#### **Data Reflection Complete**

Yes

### **Practice Reflection**

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

Below are some the actions the Pride Center has taken to closing equity gaps for our LGBTQIA+ students:  
- Increased partnerships with The Stand to target food insecurity

## Summary and Reflection

- Increased the direct assistance for students through meal and gas cards.
- Initiated the conversation to start collecting data to assess the retention, goal completion, and demographic information of LGBTQIA+ students that use the Pride Center.
- Increased visibility on intersectionality by collaborating with other departments and learning communities such as Kawpa and Puento.
- Taken action from students' feedback from events/activities and other services that are needed to assist our LGBTQIA+ students.
- Continued outreach and partnership with community organizations to support students through case management by connecting them to resources not available on campus.
- Increased grant writing to secure funds to assist students in their academic journey. These funds support the operational needs of the Pride Center and staff as the Pride Center is funded with One Time funds.

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

As mentioned earlier, the available one time to support the Pride Center impacts the operational staff members. All team members work part-time (adjunct counselor coordinator and project assistants.) The lack of ongoing funds impacts the funding of team members that can ensure the Pride Center's performance to close equity gaps for the LGBTQIA+ community at Mesa College. These challenges are reflected by students mentioning why the center is open during hours that do not align with their availability.

Having the Pride Center team working part-time influences the practices to recruit students and develop equity-minded retention practices.

### **Related Documents for Charts and Graphs**

#### **Practice Reflection Complete**

Yes

## Mid-Cycle Updates

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### **Are there any edits or updates to the Executive Summary above?**

New information is included in the attached file above.

### **Are there any edits or updates to the Data Reflection above?**

New information is included in the attached file above.

### **Are there any edits or updates to the Practice Reflection above?**

New information is included in the attached file above.

## Summary and Reflection

### New Application Process

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**Unit Goal:** Goal 1: Develop a new application process to track student information about who uses the Pride Center services.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2024 - 2025

#### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- Community - Objective 2: X
- Scholarship - Objective 2: X

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> 1. Develop application process for current and incoming students. This protocol will require the participation of students in multiple milestones established by the Pride Center. These requirements may look like 1) a mandatory counseling appointment to complete an educational plan, 2) attending one or two events/activities to enhance community building and a sense of belonging, 3) End of a semester community meeting to address obstacles faced impacting the completion of students' classes OR address what helped them to complete their semester successfully.</p> <p><b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026</p>	<p><b>Submission Date:</b> 01/12/2024</p>



## Summary and Reflection

**Action Plan Update:** The Pride Center launched the Pride Scholars Program on fall 2023, a student services program dedicated to assist students through academic and personal support such as academic guidance, community-building opportunities, individual case management, and housing/food assistance. This program aligns with the Pride Center I AM BRAVE guiding values: Inclusion, Academic Excellence, Multiculturalism, Brave Space, Reflection & Resilience, Access, Visibility, and Equity.

The Pride Scholars program has two enrollment requirements. One, students who apply self-identify as a member of the LGBTQIA+ community. Second, students must be enrolled in at least six units at Mesa College.

Once admitted, Pride Scholars are invited to an orientation where they learn about the program's expectations and milestones. Four milestones are required by students, which are: 1) Attend at least one counseling appointment; 2) attend two Mesa College events; 3) Complete a mid-semester check in with a Pride Center team member; and 4) attend a group exit interview. For each milestone, an incentive is provided to students aiming to close equity gaps LGBTQIA+ students face in academic such as academic guidance, food insecurity, and other personal needs.

Students receive a \$150 bookstore card once they complete their required counseling appointment. Similarly, students receive a \$25 meal card and a school supplies packet when they attend two events on campus. The third milestone supplies another \$25 meal card. Lastly, pride scholars receive a self-care package to support them during finals when they attend the exit session where they provide insights on how their semester went and feedback for the program.

This Fall 2023, 116 applications were received, and 92 students were accepted into the program. Eighty students have met with a Pride Center counselor to complete a comprehensive educational plan, edit their created educational plan, and explore on and off campus resources.  
-Pride Scholars completed educational plans: 98

Thirty students completed the attendance of two Mesa College events. The intention of this milestone is to support student exposure to resources and services on campus as they build new connections with other students.

Fifty students completed a mid-semester check-in. This meeting is intended to supply intentional case management, that is, connecting students to academic and non-academic resources to support their educational journey at Mesa College. For example, several students were encouraged to take part in the honors program on campus, others related to the local LGBTQIA+ center to receive gender affirming services, etc.

24 students have attended the final exit session milestone. This milestone is designed to learn from

## Summary and Reflection

Pride Scholars how their semester was, what supported their success, or what affected the completion of their goals. As a group, student dialogue about ways their future semester could be better. Similarly, this milestone is an opportunity for students to share feedback about the program such as the current services and other aid the program should provide.

### Pride Scholars Students' Feedback

The Pride Scholars fourth milestones service as an opportunity for programming improvement and learning students' needs. The following statements have been shared by students after completing their first semester as Pride Scholars.

What are your highlights of this fall semester?

-I became ICC president.

-Very close to maintaining all A's in my classes.

-I became GSA VP and got closer to some friends with out of school activities

-Being on campus, getting to experience everything it has to offer, especially the Pride Center.

-Being able to work on campus and better my educational path.

-Graduating.

-I passed all my classes.

-The clothing store and study session were great. I like the events.

-I was able to submit my transfer applications.

-Maintaining good grades throughout the semester, as well as being instructed to a lot of Mesa's resources.

What were the challenges you faced this semester?

-Medical conditions.

-Financial aid.

## Summary and Reflection

-Grades

-Taking 22 units.

-Housing insecurity.

-Balance of work and school while commuting to Mexico everyday was very taxing.

-Struggling with mental health

-External factors (politics, family issues)

-Procrastination

-Lack of knowledge of resources before starting the semester.

How did you benefit from the Pride Scholars program?

-A lot of educational growth like communication and how to socialize with other LGBTQIA+ students.

-I benefited from the Pride Scholar program because it gave me confidence to be myself. I felt safe on campus knowing that there was a club that represented the LGBTQIA+ community.

-The extra financial aid helped me so much throughout the semester. I am very thankful for it.

-Having resources at the top of my fingers and being able to be supported.

-I was able to get additional resources to help ease and navigate my educational journey.

-I was able to get the textbooks I needed for my classes.

-I was able to pay for a very important book I did not have the money for. I am grateful for that.

-Connecting with peers.

-Having people that supported me and gave me a space to talk.

-Learning about resources available to me as well as feeling like I was in a place where I was

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accepted.

-Great counselors.

If the program did not help you, what resources/services do you recommend to improve our Pride Scholars program?

-More group events

-More advertising over the Z buildings.

-More group and community building events geared towards the scholars

-A mentor program and more external resources to provide to students.

-Personal mentoring

What would you like to see in the Pride Scholars program in future semesters?

-Fieldtrips, giveaways, fundraisers, movie nights

-Fundraisers would be cool and off campus events.

-More opportunities to earn Food Cards and other financial help.

-Further opportunities to get meal cards.

-I believe the scholars program needs more of a sense of community. I do not know any of the other scholars.

-More events to make our community stronger.

-Ways to connect with peers in pride scholars.

-More community events for the program.

-Much more food, community events.

## Summary and Reflection

Action Plans	Action Plan Update
	<p>These students' insights exemplify the way they have felt supported as a Pride Scholar. This also reflects the additional services and practices the Pride Scholars need to implement to continue supporting students in ways that matter. This feedback will be acknowledged and practiced improving the services provided in upcoming semesters.</p> <p><b>Update Year:</b> 2023 - 2024  <b>Action Plan Progress:</b> On Track</p>

## Student Success and Retention

**Unit Goal:** Goal 2: Offer and develop services that target LGBTQIA+ student success and retention by enhancing a sense of belonging.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2025 - 2026

### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- Community - Objective 2: X
- Scholarship - Objective 2: X

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> 1. Semester assessment of students' experiences on what worked and did not work during their academic journey.            2. Participation of students using the Pride Center through the new program requirements to learn from them</p> <p><b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026</p>	<p><b>Submission Date:</b> 01/12/2024</p>

## Summary and Reflection

**Action Plan Update:** During the Fall 2023 semester, the Pride Center provided counseling services, events, food assistance, and gender affirming clothing assistance. The following information is a breakdown of how many students utilized each service during the Fall 2023 semester.

Counseling services are provided at the Pride Center. Each session can encompass one reason or many. For example, students can meet with a counselor to discuss their educational plan, find community resources, and transfer counseling assistance. The breakdown of appointments provided is below:

Overall Counseling Appointments: 150

Career Advising: 4

Community Resources: 12

Counseling Advising: 71

Educational Plan: 67

Financial Support: 3

Food Services: 2

Mental Health: 5

Outreach: 1

Pride Scholars: 98

Transfer: 6

Transportation Assistance: 1

Wellness/Personal: 41

The Pride Center hosted many events and activities during the semester. Below is the breakdown of attendees for each event such as Safe Zone Trainings, Mobile HIV testing, and more.

Safe Zone Trained People: 52

## Summary and Reflection

Action Plans	Action Plan Update
	<p>HIV Testing: 81</p> <p>Gender and Sexuality Club Meetings: 20</p> <p>Gender Affirming Clothing Service: 50</p> <p>Food Pantry/Snacks: 300</p> <p>Study at the Pride Center: 400</p> <p>Events/Activities: 74</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>
	<p><b>Submission Date:</b> 01/12/2024</p>

## Summary and Reflection

Action Plans	Action Plan Update
	<p><b>Action Plan Update:</b> Creating sense of belonging – Fall 2023</p> <p>On June 7th, 2023, Mesa College celebrated the first Pride Flag-raising ceremony. This monumental celebration provided a brief explanation of the value and colors of the Pride Flag. The Mesa College campus community participated in attendance to show their allyship to our LGBTQIA+ community. As an annual celebration, the pride flag raises a representation of the visibility and awareness supporting LGBTQIA+ students’ belongingness. This celebration was hosted as part of Pride Month, where other activities such as safe zone training, pride flags 101, gender expression, meditation, and dance workshops.</p> <p>October is LGBTQIA+ History Month. The Pride Center hosted eight workshops during the month to recognize and celebrate with the greater campus community. For example, a whacking master class, coming out healing circle, and gender affirmation care workshops were hosted to increase community building and awareness. A clothing swap was introduced during this month to assist students in getting free clothing supporting their gender expression. A film screening was presented to learn about identity, diversity, equity, and inclusion by a transgender activist. To conclude, the pride center hosted free HIV testing, created a Day of the Death altar, and a costume contest with students for Halloween. To conclude, the Pride Center hosted a free HIV testing available to the faculty, staff, and students.</p> <p><b>New Gender Affirming Clothing Service</b></p> <p>The Pride Center introduced a new service to help students with their gender expression and affirmation. The gender-affirming clothing service is free to students who need clothing aligning with their gender identity. This support service supports students’ sense of belonging, positive messages for inclusivity, and gender expression. 50 students utilized the gender affirming clothing services during the fall 2023 semester.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>

## Knowledge and Practice Expansion

**Unit Goal:** Goal 3: Expanding Mesa College knowledge and practices to assist LGBTQIA+ students, faculty, and classified staff. Target the dominant culture of traditional institutional practices that favor hetero-gendered norms.

**Goal Status:** Active

**Beginning Year:** 2022 - 2023

**Projected Completion Year:** 2025 - 2026

### Mapping

Mesa College Strategic Plan: Roadmap to Mesa2030: (X - Highlight the X to Align)

- Community - Objective 3: X



## Summary and Reflection

- Community - Objective 4: X

Action Plans	Action Plan Update
<p><b>Action Plan Status:</b> Active</p> <p><b>Action Plan:</b> 1. Expanding Safe Zone training topics by having a Canvas Shell for self-paced learning available for students, faculty, classified staff, and administrators.</p> <p>2. Promote and expand visibility to other social groups within the LGBTQIA+ community by developing new trainings. For example, these trainings can support the visibility of the Transgender, Non-Binary, and Gender nonconforming communities.</p> <p><b>Action Plan Cycle:</b> 2022 - 2023, 2023 - 2024, 2024 - 2025, 2025 - 2026</p>	<p><b>Submission Date:</b> 01/12/2024</p> <p><b>Action Plan Update:</b> Pride Center Counselor Coordinator</p> <p>During the Spring 2023 semester, the Pride Center Adjunct Counselor Coordinator and the Dean of Student Success and Equity completed a resource request for the faculty hiring prioritization recommendations. If approved, this recommendation would support the opening of a full time Pride Center Counselor Coordinator position funded through general funds.</p> <p>Based on need factors, the full time Pride Center Counselor Coordinator was approved. This position is scheduled to be posted during the Fall 2023 semester, with an expected start date in the Spring 2024 semester.</p> <p>This faculty position will support direct, develop, implement, and evaluate the services of the Pride Center. This position would also provide academic, career, and personal counseling to lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual (LGBTQIA+) students. In addition to the counseling service, students can access specialized workshops, a computer lab, school supplies, Safe Zone Ally Training, leadership opportunities, on and off campus resources.</p> <p>SDCCD LGBTQIA+ Leads Partnerships</p> <p>The new CCCCCO one-time fund grants all 116 community colleges the opportunity to elevate the assistance for the LGBTQIA+ community on their campus. The SDCCD district houses three credit institutions and one non-credit. The SDCCD LGBTQIA+ leads initiated monthly meetings to support one another with ideas, partnerships, and conjoint celebrations such as Pride Month, LGBTQIA+ History Month, and Graduation celebrations. These monthly meetings aim to provide better support services for all in the SDCCD.</p> <p><b>Update Year:</b> 2023 - 2024</p> <p><b>Action Plan Progress:</b> On Track</p>