

ADDRESSING RACIAL INEQUALITY: OUR FOCUS ON ANTI-BLACKNESS

Fall 2020 Leadership Retreat Data Handout



Course Outcomes

Black students experience a -9% equity gap in course success, that gap widens to -14% for online courses

Source: Mesa Course Outcomes Dashboard

Since 2014, more than 45 percentage points improvement in Transfer-level placement but Equity gaps in completion of Math and English within the first year persist

Source: Math & English Placement Dashboard



Completion & Transfer

Black and Latinx students are underrepresented in Graduating cohorts.

6.5X more awards are given to White students than Black students even though they only account for 4.8X times as many students

Source: Mesa Awards Dashboard

Black transfer applicants have 10% lower accept. rate in UC than their White peers

Source: UC InfoCenter



Engagement

Black students engaged in CRUISE, STEM Peer Mentoring, and Athletics at proportionate rates but equity gaps in course success, GPA, and persistence remain.

Source: Mesa CRUISE Dashboard

Source: STEM Peer Mentoring Dashboard

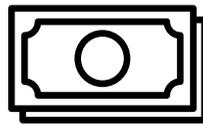
Source: Athletics Dashboard



Campus Climate

Black **Graduating** students report experiencing amongst the highest levels of Care/Value, Comfort/Wellness, and Validation/Affirmation

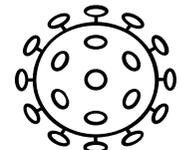
Source: Mesa Grad Survey-Campus Climate



Scholarship

Despite being proportionately represented in the applicant pool, Black students had the lowest award rate and the lowest average \$ amount per award, Black students received 33% less \$ on average than other awardees.

Source: 2019 Scholarship Report



COVID-19 and School

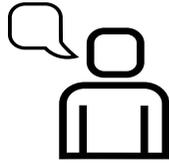
Nearly 19% of enrollments by Black students resulted in an Excused Withdrawal compared to the overall average of 16%

Black students were more likely to receive CARES Act Grants

Source: SDCCD IRD

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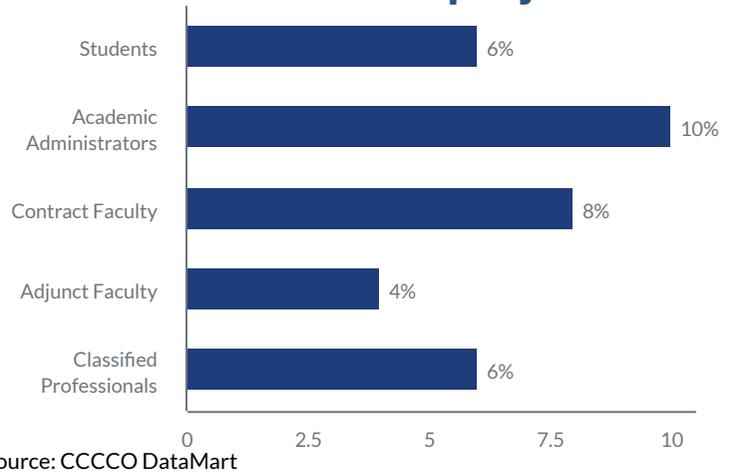
Student Experience



"My whole life, I've been going to schools where it's been like, out of the whole population at school, it's like 2% Black, and I feel like every school I went to was like that. Even here [at Mesa], like, there's a big community of people of color, but when you get in the classes you're, like, singled out because you'll be like the only Black or the only Latino in the class. And you're sitting there, like, "Dang! This teacher is gonna pick me out of everybody in class and he is gonna pick on me or do this, or just be biased." That's just always on my mind."

Source: M2C3 Focus Group Study, 2015

Representation of Black Students and Employees

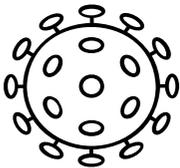


Source: CCCCO DataMart

Students' Advice to Campus Leaders

- Address Racial Prejudice through cultural competency training and hiring diverse Faculty and staff
- Build relationships with students
- Employ teaching and learning practices that foster student engagement
- Improve academic support services and encourage students to utilize them
- Create a sense of welcomeness to engage and belonging
- Improve students support services
- Centralize support for students experiencing homelessness and extreme poverty

Source: M2C3 Focus Group Study, 2015



Impact of COVID-19

Nationwide, Black people are dying at 2.5X the rate of White people.

Source: COVID Tracking

Black Americans are almost 3X as likely to know someone who has died from COVID-19 than US adults overall

Source 2: Washington Post

The COVID-Related spike in unemployment for Black Americans is amongst the highest at +16.7%

Source: Economic Policy Institute



Systemic Violence

Black people are 3X more likely to be killed by police than White people

Source: Mapping Police Violence

Black male offenders received sentences on average 19.1 percent longer than similarly situated White male offenders

Source: US Sentencing Commission

Similar homes in areas with similar amenities are worth 23% less in majority Black areas, representing \$156 billion in cumulative losses.

Source: Brookings Institute



Employment

Black workers are far more likely to be unemployed than White workers at every level of education.

Wage gaps are pervasive for every comparison group between Black & White workers.

Less than 1/5 of Black and Latinx workers have the option to work from home, compared to 1/3 of Asian and White workers

Source: Economic Policy Institute