Title V Grant: "Professional Development for Creating an Equity Minded Campus Culture"
Progress Overview
(October 1, 2019 – September 30, 2021)

Objectives & Baselines	Associated Projects	Overall Status	Overall Progress	Qualitative/ Other Measures/ Results	2022 Planning
Objectives 1 & 2: Faculty will use equity-focused teaching practices/students will increase successful course completion by 2024 25% increase from Fall 2019 Baseline of 20 faculty	CORA Equity Certification ACUE Faculty Cohort Best Practices for Teaching at the Community Colleges DEISA	Faculty count: **Exceeded** Success Rates: **On target**	201 Faculty across 35 departments 30% adjunct 70% full-time Student Success Rates: Difference less than 2% between students of CORA faculty vs those of non-CORA faculty	Fall 2021 GREAT Reading Group: *Kindred* 4 Discussions on application of anti-blackness and classroom implications 36 total faculty participants (duplicated)	CORA Final • 90% decrease in engagement • Fall 2021 Cohort – 5 faculty • Final Cohorts will be Winter & Spring 2022 ACUE Effective Teaching Cohorts • 29 completed in Spring 2021 • 56 Faculty in 2021-22 cohorts Inclusive Teaching for Equitable Learning (ITEL) • Launch cohort of 31 faculty/staff Spring 2022
Objective 3: By 2024, 80% of faculty taking equity certification will use and understand data	Data Coaching	Scale up of objective to include all faculty **On target**	Pilot data coaching training: 36 participants 9 completions Power of Our Data 2021 110 participants	75 Faculty reached through Division/Department Visits: Data dashboards and faculty individual data (Arts, Biology, English, Physics/Engr) "So first of all, WOW. Once you start looking at the data, you find yourself drilling down a million factors, and pretty soon, hours have passed."	Focus on emerging culture shift in faculty self-reflection on their own data: • Campuswide Newsletter • Weekly Open Office Hours • Video production testimonials, "Data Matters" • FLEX Workshop • Power of Our Data Event – April 2022 with infused Data Coaching Focus
Objective 4: By 2024 the number of classes using OER will increase by 25%	OER	**Exceeded**	Baseline: 154 Year 1: 383 Year 2: 553 Raw number from course catalog	Estimated savings to students $112,000	2 Library faculty are leading campus efforts • 6 faculty participants are creating course reports that list OER resources • April 2022 updates expected

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Objective 5: By 2024 the number of students using technology tools to access support services will increase by 25%	Integration of Mountie Student Hub with Online professional development	**Exceeded**	Baseline: 1025	Due to COVID, all students began utilizing the student Hub.	Identify new measures to accurately reflect usage. Faculty Online Equity Coordinator hired & collaborating with DL team to infuse SPOT with a DEISA perspective & develop DEISA tools for online teaching and learning
Objective 6: By 2024 80% of employees will self-report increased understanding in closing student equity gaps	Title V funded DEISA Activities (CORA, CPD-Day 2019)	**Exceeded**	Survey response dependent 83% of respondents surveyed replied Yes to the prompt that training "increased my understanding of equity at Mt. SAC."	"I am intentionally building in regular micro validations for my students in my class, so they feel welcome and supported in learning the material." "I altered my grading scheme to points earned based on the live workshop discussions on grading and equity."	Through HR, work with DEISA Council to implement training in support of new AP/BP 3410 Nine Bystander Intervention & Conflict De-Escalation (by Hollaback!) in Spring EQ for Diversity: 4 new Facilitators attending March 2022 training, collaborating with Great Staff Retreat team and Employee Counseling Center DEISA for Managers
Objective 7: 80% of students in leadership development activities will self-report an enhanced sense of confidence in achieving their educational goals	Title V Student Ambassadors	**On target**	"I have an understanding of how to develop my scholar identity" Pre-LPDI rate (n=47): 42.6% Post-LPDI rate (n=13): 84.6%	"... by continuing LPDI for students at Mt. SAC, there will be more exposure to conversations about diversity and inclusivity within administrations and institutions."	Diana Felix and 4 Title V Student Ambassadors are presenting at UNLV in March on HSI identity 2022 Student Equity Conference • March/Early April 2022 • Planned by Student Ambassadors for all students

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Objectives 8 & 9: By 2024: 1,000 students; 70% score post-assessment on financial literacy	Financial Literacy - MMMC	Headcount: **On target** Post Assessment: **On target**	583 student headcount (unduplicated) Post Assessment score: 82.7%	"I love how the presenter also shares personal experience and allows us to share our experience and learn from each other… " Fall 2021 57% Latinx participants	Discussions on permanent space Partnered with Financial Aid and Accounting Department for 2 workshops on student tax preparation. Partnering with TRIO's Student Leadership Conference coordinated by Mt. SAC, Cal Poly, Harvey Mudd, and APU for 300-350 high school students (March).

Additional Project Progress & Planning

- Creating Dynamic Lectures (Online) - Project will be added to cost center when offered in person. 216 completions
- Universal Design for Learning – Instructional Designer collaborated with Dean of ACCESS to redesign
- Magic Mountie Podcasts – 16,313 downloads to date; 818 downloads in last three months
- Annual Campus Summit on Equity – Will collaborate with DEISA Council forming in 2022
- Customer-centered service workshop – Investigating offering for student workers, integrating an equity lens

Grant Administration

- Title V Steering Committee Meeting was February 4th
- 2 Year Faculty Coordinator appointments planned for Spring 2022
- Annual Progress Report due March 18th (President Scroggins will receive by March 7th for approval)