

# 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                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>Objectives 1 &amp; 2:</b><br>Faculty will use equity-focused teaching practices/students will increase successful course completion by 2024<br><br>25% increase from Fall 2019 Baseline of 20 faculty | CORA Equity Certification<br><br>ACUE Faculty Cohort<br><br>Best Practices for Teaching at the Community Colleges<br><br>DEISA | Faculty count: Exceeded<br><br>Success Rates: On target   | 201 Faculty across 35 departments<br><br>30% adjunct<br>70% full-time<br><br>Student Success Rates:<br>Difference less than 1% between students of CORA faculty vs those of non-CORA faculty | Fall 2021 GREAT Reading Group: <i>Kindred</i><br>4 Discussions on application of anti-blackness and classroom implications<br><br>36 total faculty participants (duplicated)                                                                                      | CORA Final <ul style="list-style-type: none"> <li>90% decrease in engagement</li> <li>Fall 2021 Cohort – 5 faculty</li> <li>Final Cohorts will be Winter &amp; Spring 2022</li> </ul> ACUE Effective Teaching Cohorts <ul style="list-style-type: none"> <li>29 completed in Spring 2021</li> <li>56 Faculty in 2021-22 cohorts</li> </ul> Inclusive Teaching for Equitable Learning (ITEL) <ul style="list-style-type: none"> <li>Launch cohort of 31 faculty/staff Spring 2022</li> </ul> |
| <b>Objective 3:</b><br>By 2024, 80% of faculty taking equity certification will use and understand data                                                                                                  | Data Coaching                                                                                                                  | Scale up of objective to include all faculty<br>On target | Pilot data coaching training:<br>36 participants<br>9 completions<br><br>Power of Our Data 2021<br>110 participants                                                                          | Division/Department Visits:<br>Data dashboards and faculty individual data (Arts, English, Physics/Engr)<br><br>“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: <ul style="list-style-type: none"> <li>Campuswide Newsletter</li> <li>Weekly Open Office Hours</li> <li>Video production testimonials, Data matters</li> <li>FLEX Workshop</li> <li>Power of Our Data Event – April 2022 with infused Data Coaching Focus</li> </ul>                                                                                                                                          |
| <b>Objective 4:</b><br>By 2024 the number of classes using OER will increase by 25%                                                                                                                      | OER                                                                                                                            | Exceeded                                                  | Baseline: 154<br>Year 1: 383<br>Year 2: 553<br>Raw number from course catalog                                                                                                                | Estimated savings to students \$112,000                                                                                                                                                                                                                           | 2 Library faculty are leading campus efforts <ul style="list-style-type: none"> <li>6 faculty participants are creating course reports that list OER resources</li> <li>April 2022 updates expected</li> </ul>                                                                                                                                                                                                                                                                              |

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| <b>Objective 5:</b><br>By 2024 the number of students using technology tools to access support services will increase by 25%                                      | Integration of Mountie Student Hub with<br><br>Online professional development | Exceeded       | Baseline: 1025                                                                                                                                      | Due to COVID, all students began utilizing the student Hub.                                                                                                                                                                                                              | Identify new measures to accurately reflect usage.<br><br>Faculty Online Equity Coordinator hired & collaborating with DL team to infuse SPOT with a DEISA perspective & develop DEISA tools for online teaching and learning                                                                                                               |
| <b>Objective 6:</b><br>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<br>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.”<br><br>“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<br><br>9 Hollaback! Bystander Intervention & Conflict De-Escalation<br><br>EQ for Diversity – 4 new Facilitators attending March 2022 training, collaborating with Great Staff Retreat team and Employee Counseling Center<br><br>DEISA for Managers |
| <b>Objective 7:</b><br>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”<br><br>Pre-LPDI rate (n=47): 42.6%<br><br>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<br><br>2022 Student Equity Conference <ul style="list-style-type: none"> <li>March/Early April 2022</li> <li>Planned by Student Ambassadors for all students</li> </ul>                                                                       |

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| <b>Objectives 8 &amp; 9:</b><br>By 2024: 1,000 students;<br>70% score post-assessment on financial literacy | Financial Literacy - MMMC | Headcount:<br>On target<br><br>Post Assessment:<br>On target | 583 student headcount (unduplicated)<br><br>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... “<br><br>Fall 2021<br>57% Latinx participants | Discussions on permanent space |

### 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 Equity Council forming in 2022
- Customer-centered service workshop – Investigating offering for student workers, integrating an equity lens

### Grant Administration

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