Filling the Gaps: Equity as the Driver for Student Success

Ray Baines, Eric Lara, Samantha Moreira, Michelle Sampat
Mt. San Antonio College
Student Equity at Mt. SAC

The diversity of our students’ cultural, disabilities, ethnic, levels of educational preparation, linguistic, needs and interests, and socio-economic conditions, should dominate our discussions and be pervasive across all of our activities, outcome, and planning measures.
Our students’ voices …

• My mother didn't protect me from my Dad and brothers. I learned not to trust anyone. If my Dad didn't die, I wouldn't be here. I landed in the foster care system. I learned not to trust anyone.
• You have to learn to not be afraid to share your story.
• No one in high school talked to us about college.
• Getting arrested was a blessing. I have come back to school to be an educator.
• I no longer live for the moment -- I live for tomorrow.
• I'm not where I want to be yet, but thank God I'm not where I was before.
EQUALITY imagines an equal world.

“I care about all students equally”

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But the world ISN’T EQUAL.

Poorly Funded Schools
Less-Skilled Teachers
Counselor Ratios: 1:1000
Truncated Curriculum

Scholarships
Educated Parents
SAT / ACT Tutors
Middle to Upper Class
Honors Courses, AP Credit & Highly Skilled Teachers
Active Social Networks and Social Capital

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And it has BIAS AND SYSTEMIC RACISM.

Predominantly White

Microaggressions

Implicit Bias

Predominantly Marginalized Racial/Ethnic Groups

Disproportionate Remediation

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In contrast, **EQUITY** redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.
Major Research Findings

• Access
  • There has been a significant reduction in the number of Hispanic/Latino students enrolling in Non Credit ESL

• Course Completion
  • African Americans have a lower successful course completion rate in Basic Skills classes

• ESL/Basic Skills Completion
  • Latino/a students have a lower rate in progressing from AmLa (credit ESL) courses to college level English courses

• Degree/Certificate Completion
  • Students starting college between age 25 to 29 are below equity in earning degrees
  • African American women have decreased from being above equity to substantially below equity in earning certificates

• Transfer
  • Students with a disability are the most unlikely to transfer, especially men.
  • LatinX students are below equity in transfer rates.
Student Equity Funding

• 14-15 $1,655,272
• 16-20: $3,492,200 a year with two years to spend the funds

Activities
• Original 15-16 plan had 56 funded programs
  • 16 activities under Instruction
  • 4 activities under Non-Credit
  • 36 activities under Student Services
• Current plan, 44 funded activities
  • 15 activities under instruction
  • 2 activities under Non-Credit
  • 27 activities under Student Services
Library & Learning Resources

- Textbook lending library
  - 450 high demand textbooks
- Pop-up library
- Sunday Hours
  - 1:00-9:30 PM

DO YOU LIKE OUR SUNDAY HOURS? TELL US WHAT YOU THINK!

- Making a huge difference in my grades.
- Having to work full-time this is a precious time for me.
- A life saver when I forgot my book. Thank you!
- Tired of moving from Panera to Denny’s for wifi and no access to books.
- I love it! Mom of 2 children! Thanks for the extra help!
Science, Technology, Engineering, and Math (STEM) Center

- Faculty mentors
- Coaches
- Laptops for student checkout/use
- Events with local CSU and Alumni
- Counseling hours in the center
- Robotics Academy
- 700 Students Served per Week
Professional Development

- Dr. Cornel West (POD)
- Oz Sanchez (Veterans)
- Sonia Nazario (DREAM)
- Nyle DiMarco (DHH)
- Colson Whitehead (POD)
- Dr. Frank Harris (POD)
- Kimberly Papillon, Esq. (POD)
- Dr. Seth Myers (POD)
- Cesar Cruz (Bridge)

Links to Equity Plan Goals:
Project F-22 Teaching and Learning Professional Development: Equity conferences and lectures: Invitations to experts and prominent speakers to discuss cultural awareness, research, trends, current conditions, resources, tools, symposiums, and planning that foster collaboration amongst faculty, staff, and students.
Food Insecurities and Homelessness

• Basic Needs Vouchers
  • Sodexo $10, Stater Bros. and Cardenas $20, Target $20, Chevron $25

• Free Showers
  • Open access at gym showers
  • Monday - Friday 7:30-4:30 PM

• Toiletry Kits
  • Toothbrush/Toothpaste, Liquid soap, Face towel, Band-Aids, Feminine products, Wet wipes
Equity Programs

• Aspire
• Arise
• Dream
• El Centro
• Pride
• REACH (Current and Former Foster Youth)
• STEM Center
• Veterans
Samantha Moreira

- ACES Summer Science Program
- In-Reach – Student Ambassador
- Honors
- ARISE
- El Centro
- Monthly Mentor Meetings
Ray Baines

- BRIDGE
- High School Outreach Peer Educator
  - DREAM Ally
- Minority Male Initiative
- ARISE
- ASPIRE
- ACES
- Monthly Mentor Meetings
The Student Ambassadors Are Launched!

- Inreach efforts are developed to better reach students
- Students relate to students most like them
- Student ambassadors proudly assist students and hone their own leadership skills
- Mountie Fast Track Sessions for incoming students
Mountie Mentor Program

• Sometimes we just need a helping hand...
• Three aspects: support, engagement, fun
• Faculty and Staff Mentorship
• Students reported wanting more mentorship from faculty and staff (outside of the classroom)
• They reported the need for more support around certain issues and topics (study skills, stress management, career choice, etc.)
• Overwhelming attendance and positive student feedback
What We Have Put in Place

• Better services; job opportunities
  • Aspire, Arise, Dream, Foster Youth, Learning Communities
  • SSEED Program

• Keep students informed about what they need to know; networking opportunities
  • Monthly Mentoring Meetings
  • MMI gatherings
  • Electronic messaging; updates; invites to events

• Share success stories for motivation
  • Digital Stories
  • Readers’ Theater
Cultural Experiences

• Conference Attendance
  • A2MEND, NASPA, AACC, APAHE, NCORE, RP
• Manzanar (concentration camp)
• Million Man March 2015 – Washington, D.C.
• Movies
  • Hidden Figures, Black Panther, Spare Parts
• Theater:
  • Wicked, Motown, Hamilton, Aladdin, Latin History for Morons