



Welcoming Classified Back to a Flourishing Fall Semester

*Dr. Martha
Garcia*

Welcome to the 2024-2025 Academic Year!!!

Success takes a village. No matter how independent your job may be, you never truly work alone. And your individual commitment is one part of the equation. Everyone's work facilitates or disrupts a team's ability to reach their goals and objectives.





Placing our Why First as we Create our New Educational and Facilities Comprehensive Plan

Equity Minded Planning and Healing Centered Engagement Integrated into Institutional Planning

- People affected are the agents of change
- Restoration is in culture and identity
- Acknowledges the intersectional nature of identity
- Elevates shared experiences
- Shaped by collectivism verses individualism
- Community is more than their traumas
- Focuses on hopes and aspirations and what we want to achieve



Equity-Minded Leadership

Equity-Minded Leadership recognizes and takes personal and institutional responsibility for the patterns of inequity reflected in student outcomes, especially for our marginalized students.

Addressing inequity in higher education requires courage and a commitment and ability to identify, develop, and implement a student success agenda that places equity and social justice front and center.

Equity-Minded leadership is grounded in being authentic and it requires compassion, care and embracing the different experiences that people have, and diverse paths they are navigating.

Equity-Minded Leadership reflects a collective commitment to Equity and Inclusive Excellence that is mindful of the impact of identity, power, intersectionality and action.



Comparing Approaches to Community Engagement

TRADITIONAL ENGAGEMENT

- Engagement format limits or excludes the participation of people who have been harmed (i.e., townhall)
- Input at beginning, then community consulted after decisions have been made
- Limited ability to meaningfully act upon and incorporate community insights
- Perpetuates historical inequities intrinsic to our political and institutional systems by failing to prioritize them



Comparing Approaches to Community Engagement

EQUITY-MINDED ENGAGEMENT

- Starts with authentic listening so people who have been harmed can share their lived experiences and expertise
- Provides a framework for participation and input that's iterative, ongoing, and accessible in all manners of speaking
- Ensures that the community voice is centered in the discussion
- Students, caregivers and families, staff, and community partners participate in decision-making



Introducing the Framework

PART 1

History and Data Matters

Analyzing outcomes from a racial and demographic perspective.

PART 2

Stories Matter

Incorporating community priorities into long term facility planning.

PART 3

Collaboration and Outcomes Matter

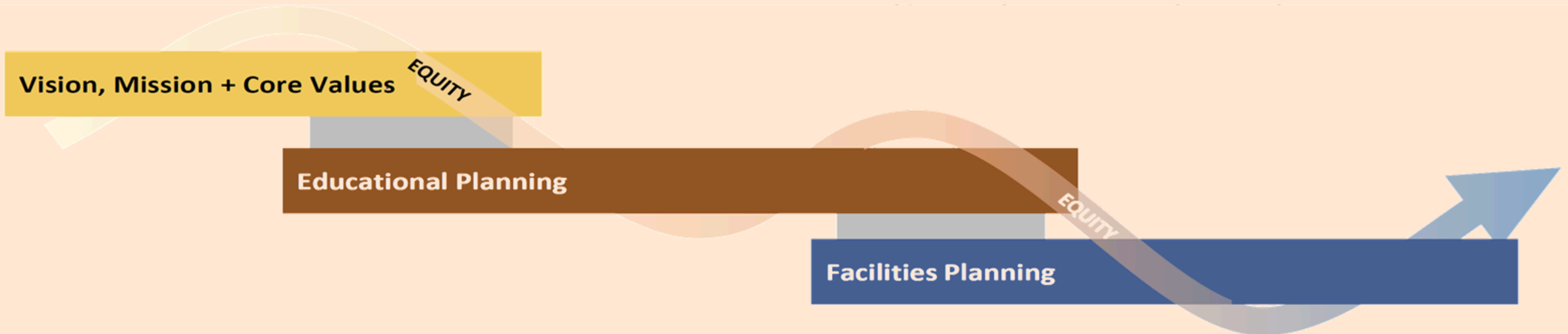
Developing a prioritization methodology for the future.



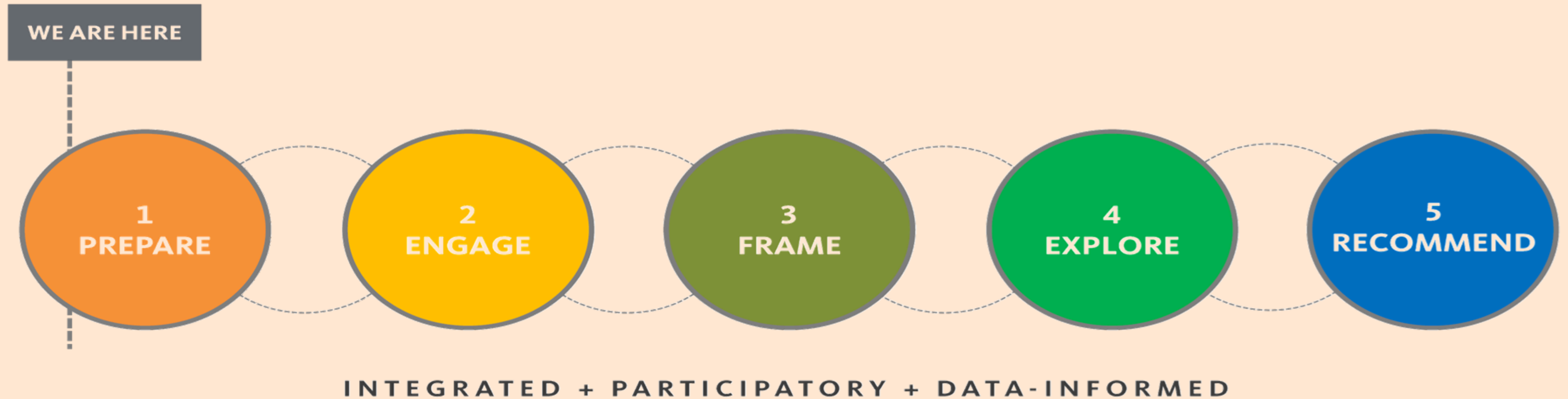
Integrated Approach

“A sustainable approach to planning that builds relationships, aligns the organization, and emphasizes preparedness for change.”

— Society for College and University Planning (SCUP)



Integrated Approach



A New Focus for the Comprehensive Plan



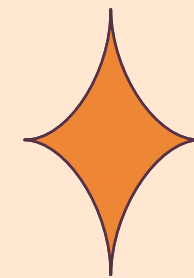
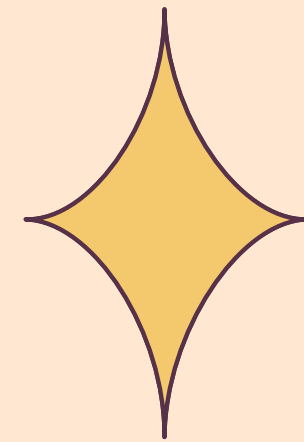
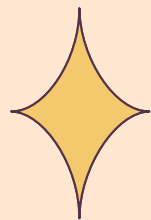
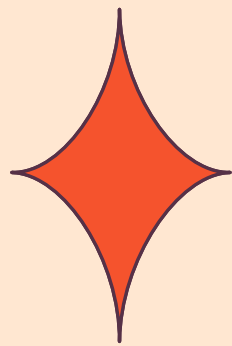
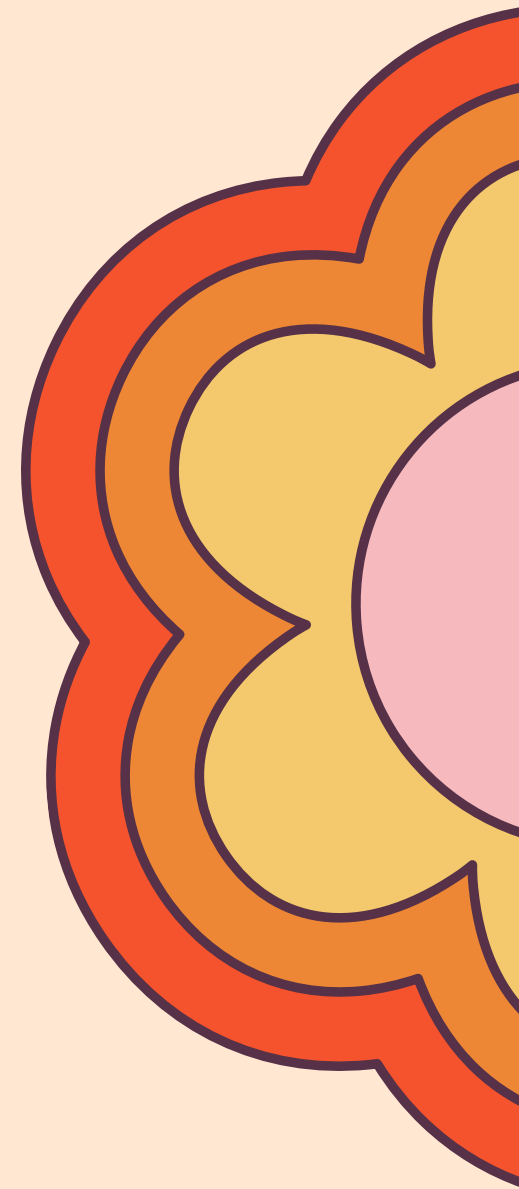
Fiscal Update

- **Thank you to CSEA 262 and 651!**
- **We will continue to be proactive and transparent.**
- **We will prepare for three years of fiscal challenges.**
- **We are a family and are in this together!**





*College
Champion
Awards*



Recognizing the impact on the campus community

Burning Bright

TITLE V GRANT TEAM

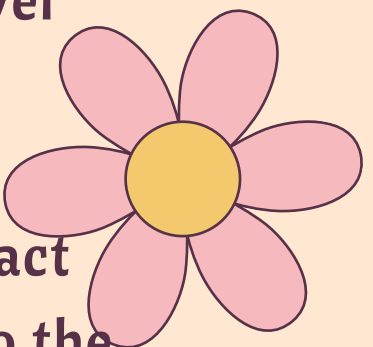
“We presented at conferences together, we came up with ideas to support each other across projects, and we modeled cooperation for others. We trusted one another (and still do); the differences of classification seemed to melt away with this team because we are all committed to Mt. SAC’s core values. Even when we were not having a good day, week, or month – we found a way to help one another persevere. We keep the flame of positive spirit alive within our core team daily.”



LINDA ROGUS, Professor/Department Chair, Aeronautics



“In short, Linda Rogus is an incredible gem who operates at an entirely different level than any other faculty member that I know. Her deft skills in communication and coordination are just amazing. Her “Ambassador” outreach to other schools in the region showcasing Mt. SAC is without equal anywhere. Her programs not only impact our students and our college community today, but will impact our college well into the future.”

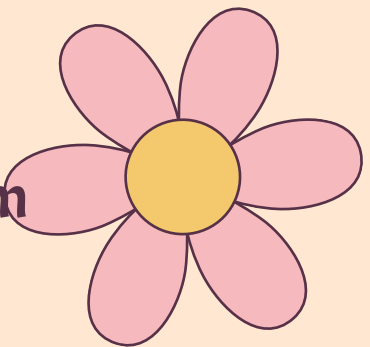
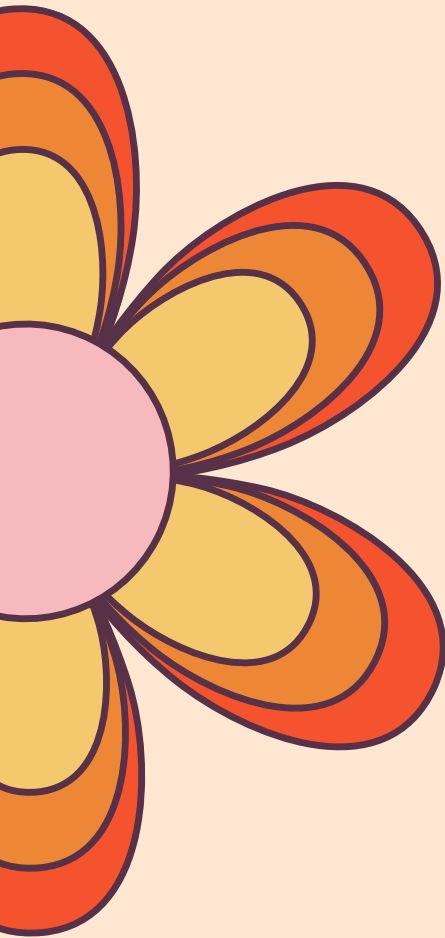


Recognizing the impact beyond the campus community

Torch Bearer Award

STEVEN VALDES, Professor, Accounting

“Mr. Valdes manages the Volunteer Income Tax Assistance (VITA) program which provide students the knowledge and skills to prepare taxes for the those in the community who generally make \$64,000 or less, persons with disabilities, the elderly, and limited English-speaking taxpayers who need assistance in preparing their own tax returns. He must go through a rigorous process to be approved by the IRS every year and dedicates months to teaching students and preparing for the program. He dedicates over seven of his Saturdays from 6 am to 5 pm to teach and oversee the program. He supports students as they progress through the program and recognizes them for their accomplishments. He purchases food for the students, most of the time out of his own pocket, and purchases graduation sashes for them to wear at commencement. He buys and has these sashes customized with the VITA program on them with this own money. He also receives certificates for them from the IRS and the California State Legislation and honors them with these awards. Students are able to use these certificates and hands-on skills learned as part of their resume, career development, and professional growth.”



Recognizing lifetime achievement

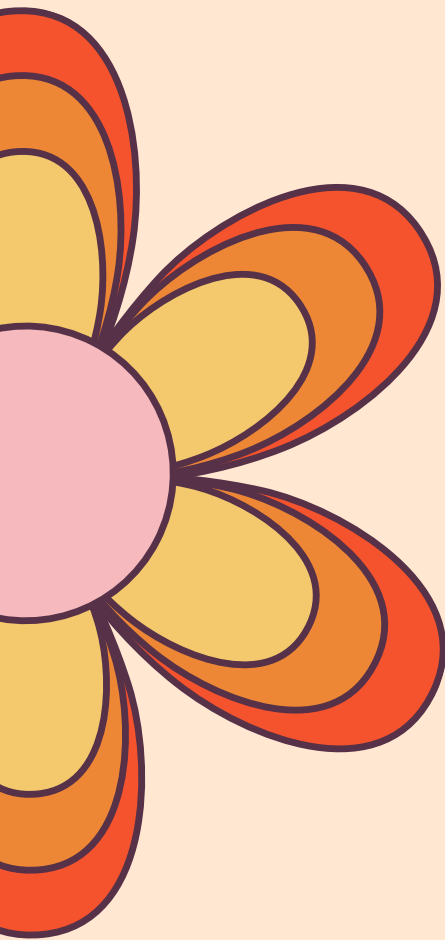
Eternal Flame Award

MARIA TORRES, Administrative Specialist III, Nursing Program

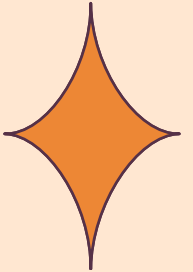
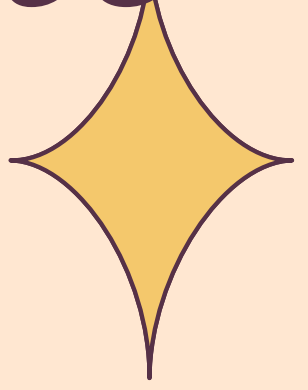
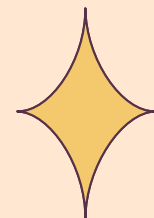
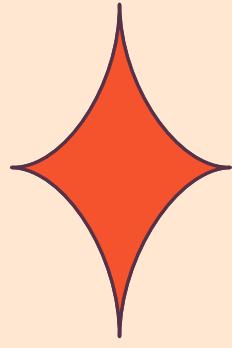


“With over 40 years of service to Mt. SAC, Maria Torres is the type of person you think of when you think of a College Champion. As the Nursing Department's Administrative Assistant III, Maria manages various responsibilities by engaging in effective communication and participation. Maria always approaches her responsibilities with integrity within a student-focused approach. Her positive spirit in collaboration with community building ensures a positive environment. Maria initiates and advocates for students, as she listens to individualized needs, and incorporates an empathetic approach to the student’s progress in the nursing program. With her many years of

service to the college, she has connected students with various resources on campus, ensuring that students get the support and resources they need to be successful in the nursing program. Maria is the glue that holds our department together. Her knowledge of processes and procedures is integral to our day-to-day activities and to our overall departmental goals. As Maria nears her retirement in December, I know our department will miss her. She is an extraordinary colleague, a caring servant leader, and someone that I would classify as a College Champion.”



*Excellence and
Innovation in Teaching
and Learning through
Outcomes Assessment*

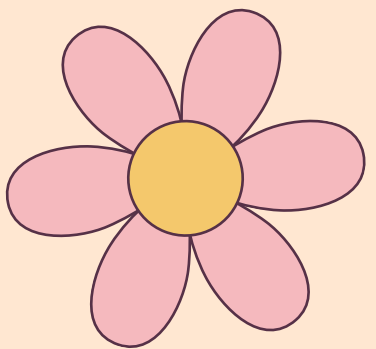
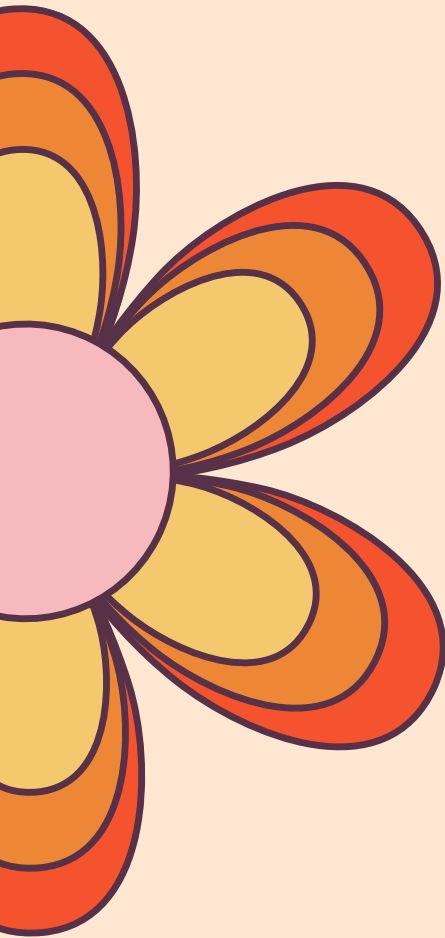


Student and Academic Support

TITLE V TEAM

Dr. Lisa Rodriguez, Dr. Mica Stewart, Dr. Tiffany Kuo, Diana Felix, Lisa Amos, Adrienne Price, Cathy Stute, and the Title V Data Coach Team

Through the Developing Hispanic Serving Institutions Grant for Creating an Equity Minded Campus Culture to Improve Student Outcomes, the Title V team improved data literacy, created a culture of inquiry and facilitated over 300 faculty in earning equity in teaching certificates leading to greater incorporation of equity-minded teaching strategies across campus. Students who participated in personal and leadership development activities through the Equipo program reported a greater sense of identity and confidence in their ability to achieve their goals. The Money Management Center helped students to develop budgeting skills and improved financial wellness.



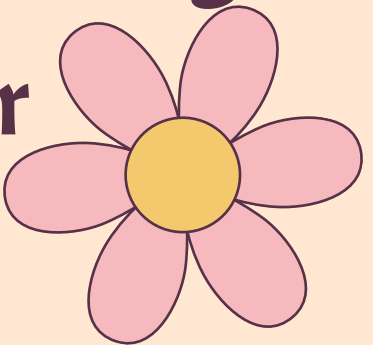
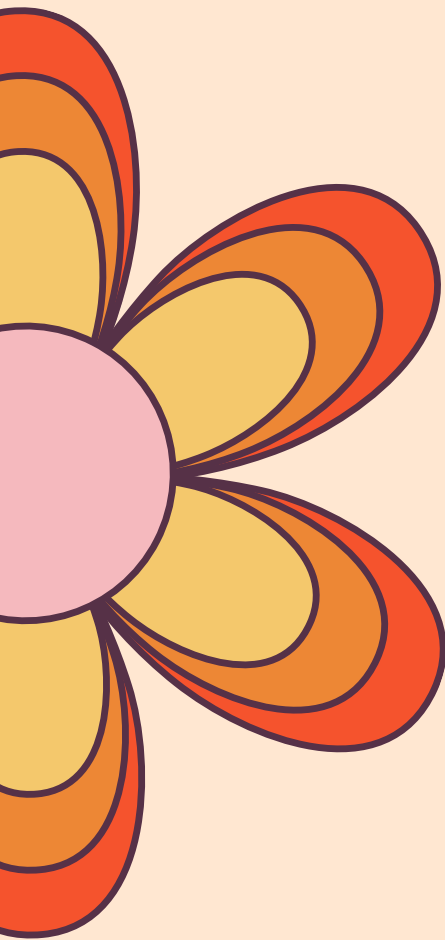
Career and Technical Education

TECH ED RESOURCE CENTER

Madison Novelo, Cody Acevedo, and Stephanie Hernandez



The Tech Ed Resource Center is committed to early intervention and their live online tutoring schedule makes it easier for students to get the support they need. The TERC actively works to foster an enriched learning environment that promotes student success. Their efforts have led to greater student retention rates.

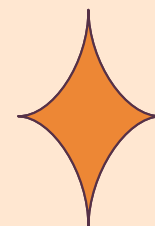
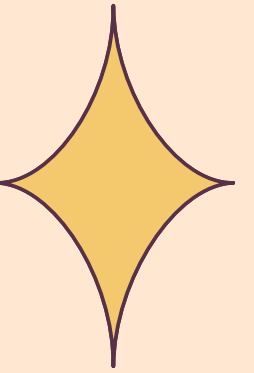
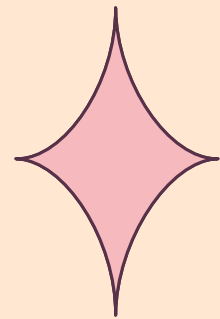
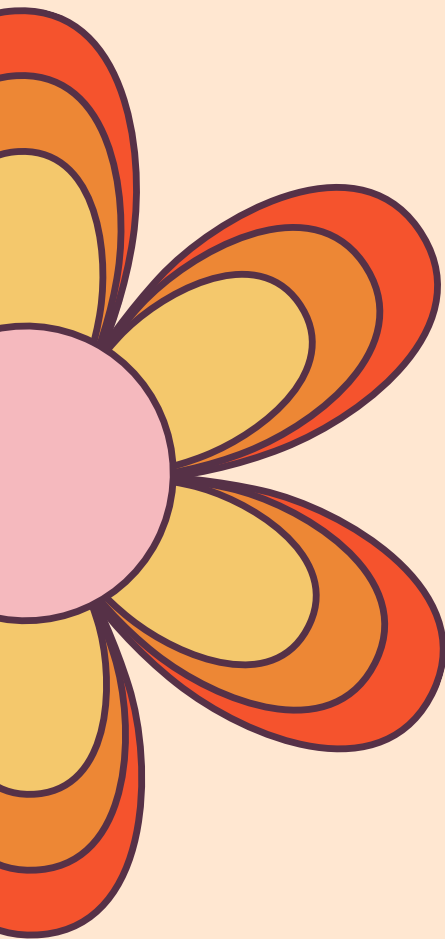
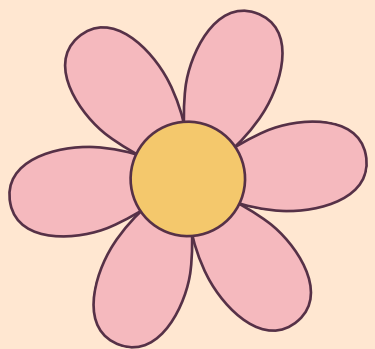


Skill Development

SIGN LANGUAGE AND INTERPRETING DEPARTMENT

Ann Walker, Irene Robles, Lauren Greenburg, and Riccardo Ferracuti

Faculty in the Sign Language and Interpreting Department worked together to systematically review Student Learning Outcomes and effective assessments for all courses. They reviewed their data and made data-informed revisions to their courses and infused each course with equity-mindedness.



Personal, Social, Civic, and Environmental Responsibility

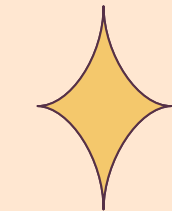
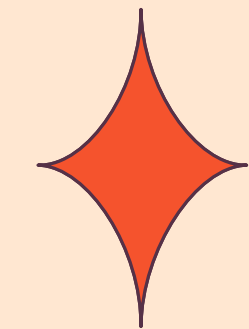
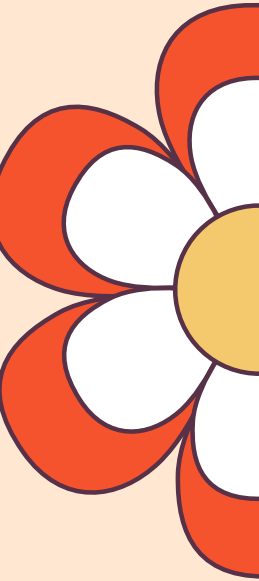
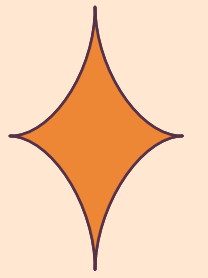
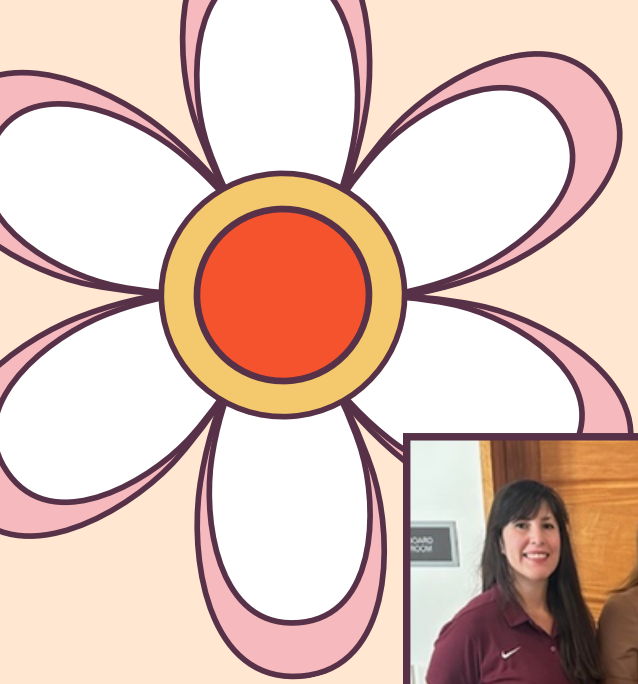
GROUNDS TEAM



Gabriel Aragon, Cesar Castaneda, Edward Castaneda, Fernando Castellanos, Raul Corcuera, Guadalupe Diaz, Patrick Escalera, Ignacio Flores, Ruben Flores, Jose Hernandez, Johnny Jauregui, Miguel Maciel, Manuel Marquez, Robert Montoya, Albert Navarro, Jesus Navarro, Sergio Navarro, Felipe Ramos, Ren Smith, Bryan Stone, Juvencio Valdez, Steven Zamora, Danial Alvarez, Ivan Navarro, and Jose Sanchez

Thanks to the work of the Mt. SAC Grounds crew, Mt. SAC is the first community college in the country to be a Certified Green Zone campus by the American Green Zone Alliance. This means a transition from gas-powered landscaping equipment to more sustainable electric or battery-powered alternatives. This is a remarkable accomplishment that paves the way to a cleaner, healthier, and more sustainable environment staff, students, and community.

Thank You!!



Thank You!!

