


Making the Invisible Visible Through Servingness

Spring 2024 Collegewide Planning Summit
Qualitative Data Packet

Compiled by
San Diego Miramar College
Office of Institutional Effectiveness





Event: Spring 2024 Planning Summit

Theme: Making the Invisible Visible Through Servingness

Focus: Preparing faculty and classified professionals of Miramar College to better support its students as a Hispanic Serving Institution.

Activities: Part I: Keynote Speaker: Dr. Gina Garcia
Part II: Breakout Sessions
Part III: Community Building
Part IV: Action Planning and Closing Address

Participants: Faculty; Classified Professional; Administrator; Student

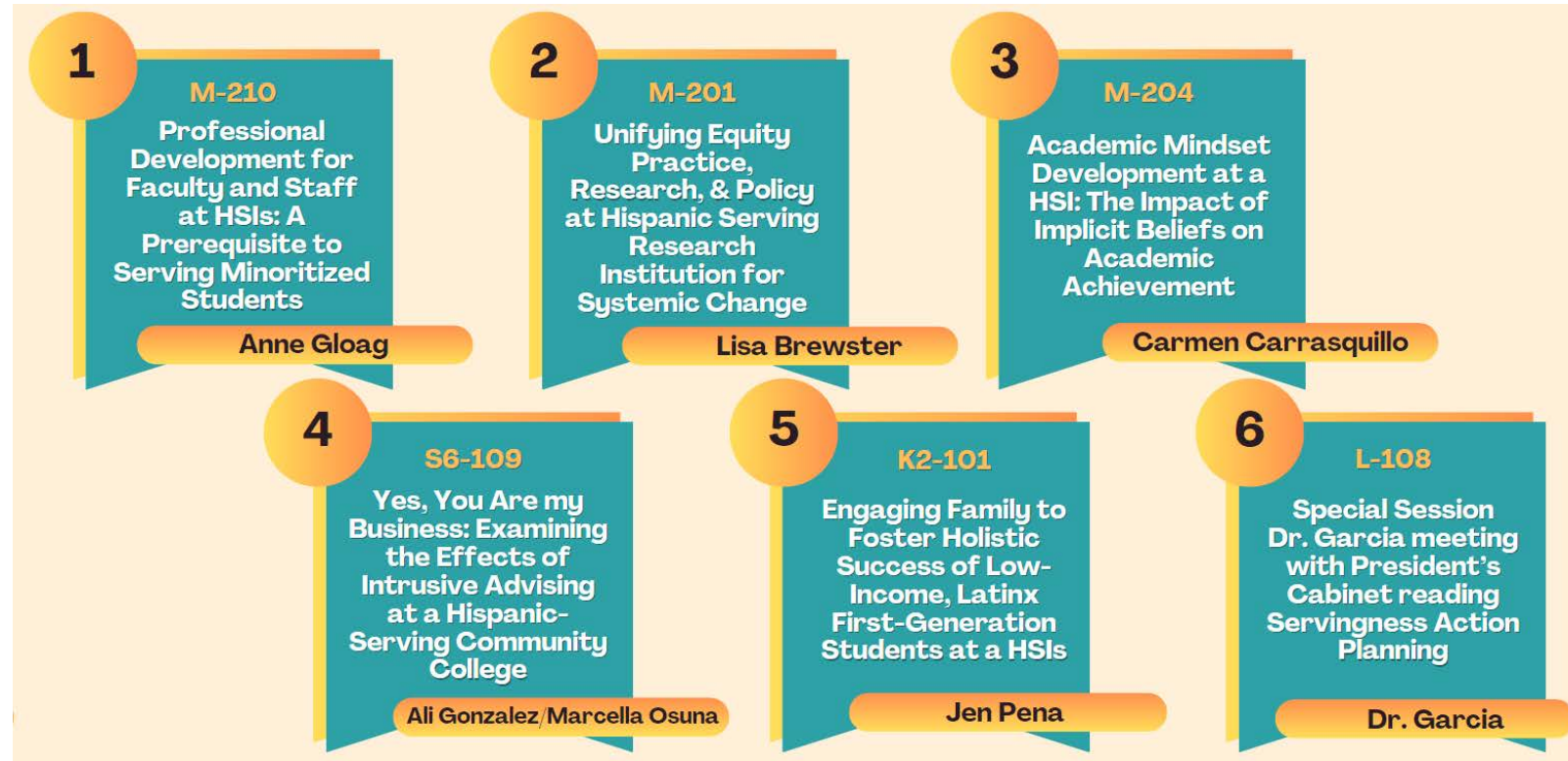
Data Collected: Responses collected from action planning activity indicating areas for improvement, ideas, and recommendations.

Data Application: a) Educational Planning
b) Program Reviews
c) Student Equity Planning
d) Guided Pathway Planning

Spring 2024 Planning Summit

Participants of the Spring 2024 Planning Summit attended breakout sessions to discuss the important areas of development needed to be an effective Hispanic Serving Institution.

The planning summit concluded with groups working together in developing action plans that blended the various ideas discussed in each session with their own unique perspectives.



Action Planning Themes

The most common themes in the action planning portion of the summit were:

- Ensuring students receive and feel **care**
- Becoming **ready to help**
- Highlighting/improving **resources**



Overall Themes

1. Care:

- Demonstrate to students that Miramar College cares about them through diversity and cultural awareness, provide welcoming physical spaces, removing barriers, and understanding their individual perspectives.

2. Ready to Help:

- Support staff and faculty in becoming ready to help by organizing impactful professional development, meeting employee/department needs, providing the tools to become informed, and fostering collaboration.

3. Resources:

- Help students make the most of their college experience by spreading information of resources available and creating/enhancing programs at Miramar College.

4. General Collegewide Efforts:

- Increase efforts in high school outreach, effective communication, and campus engagement.

Action Planning Ideas

Care

- **Diversity and Cultural Awareness**
 - Celebrate diversity through inclusive events/fairs.
 - Respond to students in culturally responsive ways.
 - Share culturally diverse media on campus to foster inclusivity.
- **Spaces**
 - Provide visually appealing spaces that are student friendly and can be used for socializing and for clubs.
 - Create a sense of belonging.
 - Faculty can become more welcoming during office hours and by hosting student groups.
- **Remove Barriers**
 - Normalize support for multilingual students through phone options, forms, and translation services.
 - Streamline processes through easy to understand language, visual cues, etc.
 - Remove petition deadline.
- **Perspectives**
 - Listen to feedback and empathized with students.
 - Encourage students to share their story and challenges.
- **General Care**
 - Care should be authentic.
 - All students should feel served.
 - Offer fresh and diverse food in cafeteria.
 - Secret Shopper Program.
 - Create a “lets find a way” culture to help students.

Action Planning Ideas

- **Professional Development**
 - For faculty and classified professionals.
 - Short sessions to easily process.
 - Ongoing (during college hour/weekly/Fridays).
 - Offer tracks that attract diverse interests.
 - Authenticity, cultural awareness, well-coordinated.
 - Include lunches.
- **Support Employees**
 - More/equitable staffing.
 - Compensate bilingual staff.
 - Meet needs.
 - Diverse staff.
 - Simplify processes – applications, etc.
- **Become Informed**
 - Self-informed or through training.
 - Understand privilege - race, position of power, education, etc.
 - Academic and Career Pathways (ACPs).
 - Gain student perspectives through mock student accounts on Canvas and through surveys.
 - Receive relevant, easy to understand data.
- **Collaboration**
 - Invite HSI STEM counselors to classrooms.
 - Task force with representation from each department.

Ready to Help

Action Planning Ideas

Resources

- **Information**
 - Expand awareness of resources - tours, website, media/materials.
 - Connect students to Jets Jumpstart (HSI Intentionality).
 - Internship opportunities.
 - Dedicate time and resources to organize.
- **Programs**
 - Improve and simplify resource programs.
 - Puente Program.
 - Mental Health/Health Services.
 - Formalize partnership between STEM Exito and the Dreamer's office.

General Collegewide Efforts

- **High School Outreach**
 - Introduce ACP tracks to high school students.
 - Career visits for high schools (fire tech, aviation, business).
- **Communication**
 - Spread information effectively
 - Follow up phone campaigns
 - Student-centric outreach
- **Engagement**
 - Identity workshops
 - Purposeful, campus-wide engagement