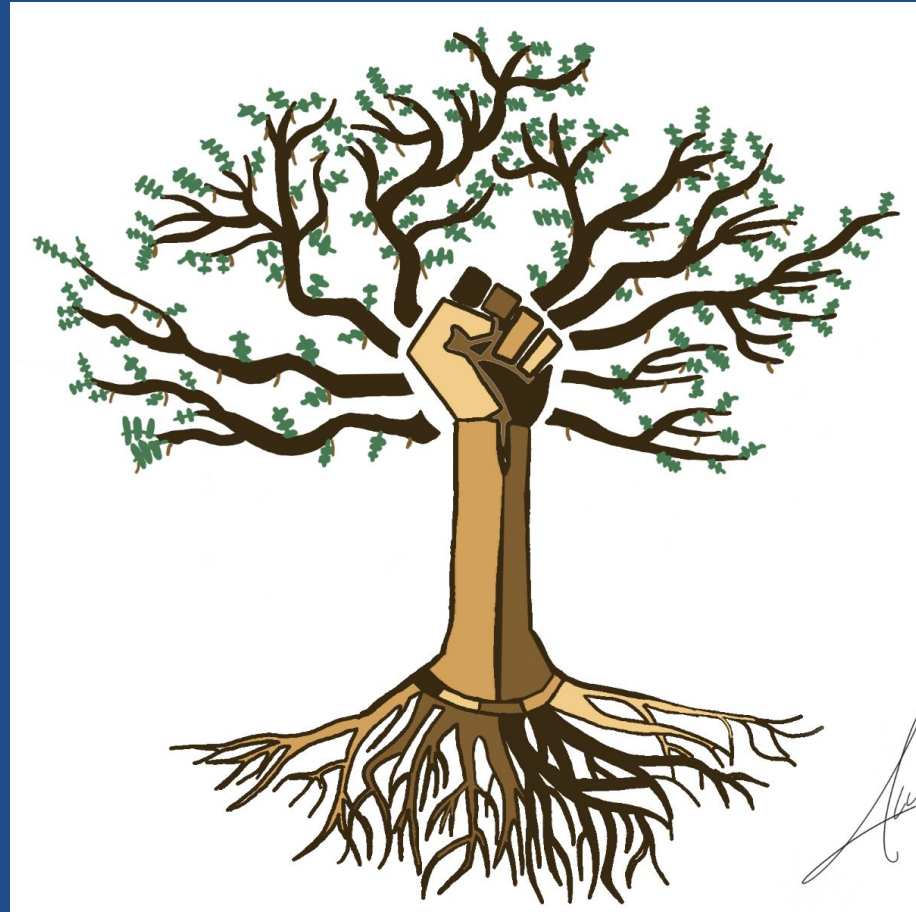


**Pima Community College
Men of Color Achievement Program:
Leveraging Community Cultural Wealth and Thriviness for Men of Color Success**



Establishing **R**eliable **O**ngoing **O**utreach **T**o **S**ucceed and Creating Pathways for Future Generations

Make Someday Today

Why a Men of Color Achievement Program?

Research is clear about the challenges men of color (MoC) face in higher education. This presentation will help us understand the challenges and opportunities of operating a program focused on Men of Color success at Pima Community College in Tucson AZ.

In the Fall of 2023, Success Coach Pedro Gonzalez, M.Ed. created the Men of Color Achievement Program (MoCAP) with the help of fellow Coach Francisco Lizarraga M.Ed and the support from upper leadership and the CRSS division at Pima Community College. Utilizing the work of Dr. Yosso's Community Cultural Wealth (2005), Dr. Schreiner's Thriving Quotient (2010) and other sources, we created a proactive one-on-one coaching program, that supports and guides MoC students through their college journey by building strong relationships with them to overcome any and all barriers they might encounter both on and off campus.

In the 2023-2024 school year using funding from the Garcia Grant, we were able to offer what started off as 20 MoCAP students but quickly became 42, an opportunity to transition into and explore college meaningfully. By connecting them to folks with shared experiences and resources on campus, we created a community that encourages not only student success but student thrivingness as well.

Why a Men of Color Achievement Program?

- **College Mission** - Empower every learner, every day, for every goal.
 - Every learner: We commit to meeting the **diverse needs of every person** who seeks to further themselves through education.
 - Every day: We strive for excellence in teaching and support services, to **ensure that all of our learners experience a welcoming and supportive environment that enhances their education.**
 - Every goal: We align our programs and services with meaningful careers, quality educational pathways, and **equity-driven practices** to empower learners to succeed in their college and career goals.
- **Institutional Target 2:** **Double the completer counts of Hispanic or Latino, American Indian and Alaska Native, and Black or African American learners by 2024-2025.**
- **Behaviors**
 - **Commit** to equity and social justice. Meet each learner where they are and seek to improve equity in our community through every decision that we make.
 - **Innovate.** Actively seek new ways of serving our learners and bring creativity to everything we do. Have the courage to take risks.
 - **Challenge** our processes, assumptions, and the status quo to remove barriers and find more efficient ways to operate.
 - **Evaluate** our effectiveness. Assess outcomes regularly to champion what is proven to work well and direct resources to the areas in greatest need of improvement.

MEN OF COLOR Achievement Program

Establishing **Reliable Ongoing Outreach to Succeed (R.O.O.T.S.)**
and creating pathways for future generations

Welcoming students new to higher ed who want 1:1 mentoring to

- Develop important college success skills
- Learn to navigate and connect to campus resources
- Build community cultural wealth
- Connect to students and mentors with shared experiences
- Receive ongoing support to thrive
- Multiple semester tuition award opportunities

For more information

Contact your Success Coach:
West Campus, 2202 W. Anklam Road
 Email Pedro Gonzalez, M.Ed.
 pggonzalez@pima.edu
Desert Vista, 5901 S. Calle Santa Cruz
 Email Francisco Lizarraga, M.Ed.
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tinyurl.com/msh25ebe

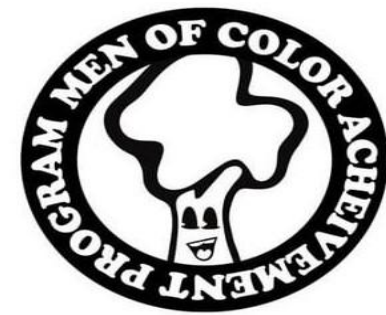
Scan the QR code to make an appointment.



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Men of Color Achievement Program



- Open to **all** men of color
- Dedicated to building community cultural wealth and supporting their specific needs to thrive
- Campus events to build community and brotherhood
- Multiple Semester Tuition Awards!!!
- Mentoring from folks with shared living experiences

Pedro Gonzalez M.Ed.
West Campus



Francisco Lizarraga M.Ed.
Desert Vista Campus



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MoCAP Mission and Vision



Mission

The Men of Color Achievement Program at Pima Community College helps men of color succeed. We provide academic support, personal development, and community involvement. Our goal is to create a welcoming space that understands the challenges men of color face and supports their success in school, work, and life.

Vision

We want to build a strong and supportive community where men of color are encouraged to succeed in school, grow as people, and become confident leaders. Our goal is to make sure every man of color at Pima Community College has the resources and help they need to reach their goals and contribute to a fairer, stronger society.



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Current 2024-2025 MoCAP Model

- Two Success Coaches will:
 - Support Men of Color at the West and Desert Vista Campus
 - Identify new men of color through different entry points
 - Student Intake Survey
 - Coaching role
 - BSU, PYT & TOT partnerships
 - Word of mouth
 - Foster the sense of belonging and connectedness to PCC
 - Be the internal validating agent



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Current 2024-2025 MoCAP Model

- CRSS Division will:
 - Prioritize the work of these coaches to support the required time needed to develop and operate this program
 - Provide support with administrative tasks related to MoCAP events and needs
 - Seek out funding sources to sustain support
 - Navigate institutional barriers



Building Community and Brotherhood

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Activity: Identifying Your Community Cultural Wealth

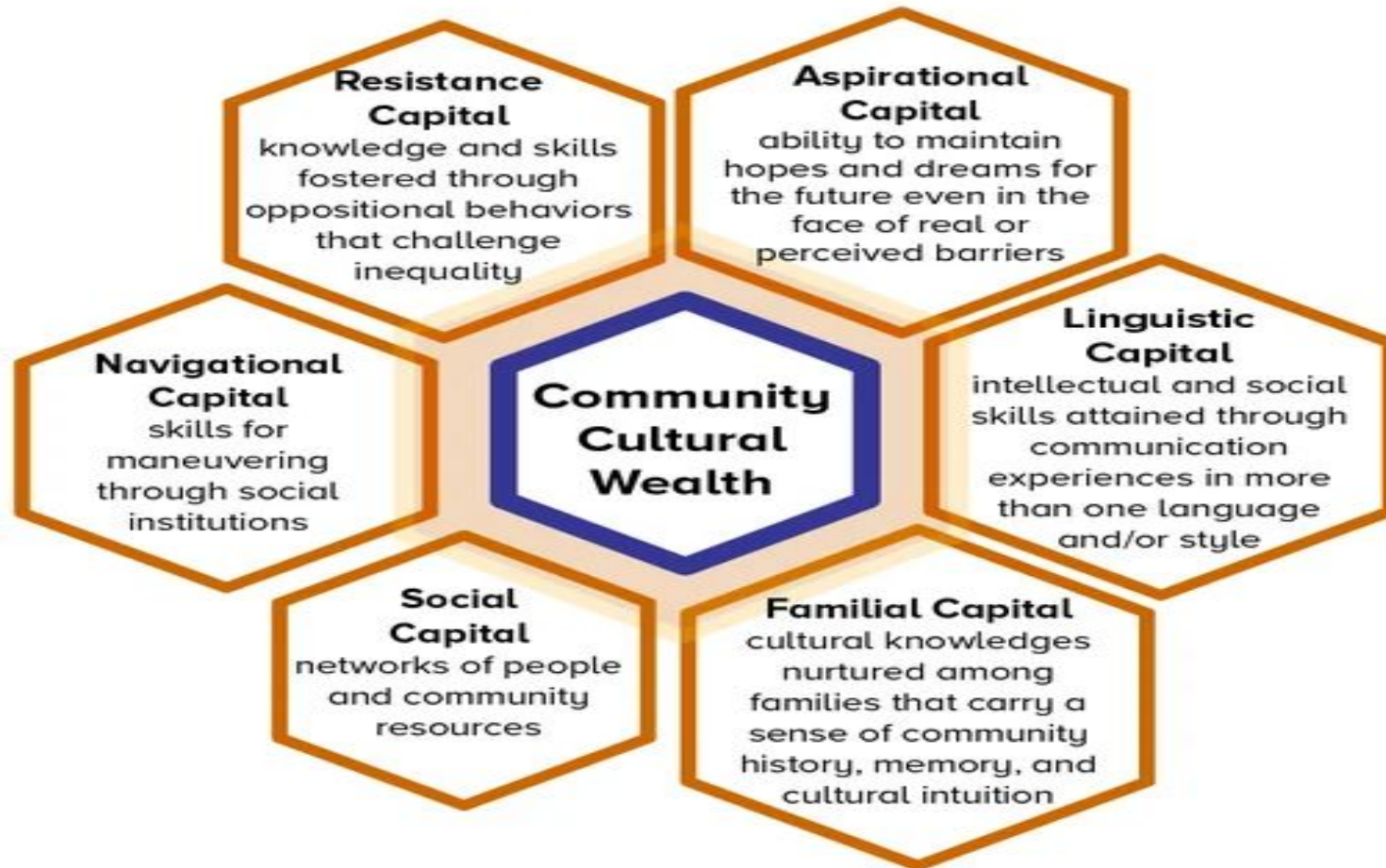


Image: <https://blog.terc.edu/engineering-for-equity-4>, (Yosso, 2005)

Think about your own experiences and identify your top 3 forms of community cultural wealth and how you possess and leverage them.

**Join at [menti.com](https://www.menti.com)
Code: 9121 1419
or scan here**



Activity: Identifying Your Community Cultural Wealth



Image: <https://blog.terc.edu/engineering-for-equity-4>, (Yosso, 2005)

Why did you choose the three forms that you identified with?

Turn to a partner and talk about a form of CCW you possess and how it helped you navigate different aspects of your life.

Do you think your younger self would have picked the same ones you did today? Why or why not?

Engaging with our MoCAP Students

- **Pre-semester Check In Meeting** (2 weeks prior to start of semester)
 - Credit Hour check
 - Create student portfolio
 - Go over semester time management plan
 - Campus Ethos Survey (Pre/Post Semester) based on the Socio-Ecological Outcomes Model by Frank Harris III and J. Luke Wood via the Minority Male Community College Collaborative
- **4 meetings per semester** (4,8,12,16 wk)
 - 1:1 Platicas-Each meeting is student driven and guided by an Academic/Thriving Portfolio
 - MoCAP Portfolio Checks
 - Thriving Survey
 - Create a Sense of Belonging
 - Academic Tools - add scheduled tutoring/study times
 - Identifying and Leverage Forms of Cultural Capital (Asset Based Coaching)
 - Breakdown any and all barriers of success

Engaging with our MoCAP Students

- Easy coach accessibility for students (drop-ins, emails, appointments)
- Students subscribe to Pima Engage, Instagram page, text alerts etc.
 - Staying connected allows our students to stay current with program events, financial aid opportunities and other resources via social media and other outlets
- 2 resource connections per semester (e.g tutoring, office hours, library)
- Encourage students to not just identify but use and follow through with available student resources
- Recruitment Events: Fall and Spring Kick-Off/End of Semester Events
- Monthly Workshops-Achievement Bites: Meet-Up for Men of Color
- Embedded Course Success Coaches
- Reward participation with tuition award opportunities

Asset Based Coaching Model

MoCAP 4 Pillars

- **College Readiness and Student Success**
 - Navigational, Social, Familial Capital
- **Building Self Efficacy and Advocacy**
 - Navigational, Resistance, Aspirational Capital
- **Leadership Skills Building And Mentorship**
 - Social, Resistance, Linguistic, Familial Capital
- **Career/Transfer Readiness and Preparation**
 - Aspirational, Navigation, Social Capital

MoCAP Framework: Dr. Yosso's Community Cultural Wealth Model



Image: <https://blog.terc.edu/engineering-for-equity-4>, (Yosso, 2005)

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Academic
Determination

Positive
Perspective

Engaged
Learning

Social
Connections

Diverse
Citizenship



According to Dr. Laurie Schreiner, student [thriving](#) has five dimensions:

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MoCAP Framework: Dr. Schreiner's Student Thriving Quotient

- **Academic**
 - Engaged Learning
 - Academic Determination
- **Interpersonal**
 - Healthy attitude towards self as well as toward the learning process
 - Positive Perspectives- Viewing reality and proactively coping with it
- **Intrapersonal**
 - Social Connectedness- Meaningful connections with other validating agents
 - Diverse Citizenship

MoCAP Framework: Dr. Schreiner's Student Thriving Quotient

- **Survey: Student Thriving**

- Administered twice during the semester
- Our survey was modeled after Dr. Schreiner's Thriving Quotient Survey in order to better understand what thriving meant to our men of color students and what was needed to go from surviving to thriving.
- Thriving in the context of college students encompasses various aspects of a student's life. Based on readings from multiple journals on how to successfully support MoC students we defined "thrivingness" as the following:
 - Academic Performance
 - Emotional Well-being
 - Social Connections (Belonging)
 - Career Readiness
 - Financial Stability
 - Physical Health

Preliminary Data

First Year Outcomes- 2023-2024

The data on the right side is based on MoCAP students who participated in the program.

Participation is defined as attending **more than one meeting** with a coach in the fall semester. The total number of students that participated is 20.

Other students not counted on this slide could have participated in one meeting with a coach or used drop-ins with a coach but was not calculated as a student who "participated in MoCAP".

- **Course Completion Rates**
 - Average Fall 23 = 79%
 - Average Spring 24 = 75%
- **Semester GPAs**
 - Average Fall 23 = 2.64
 - Average Spring 24 = 2.39
- **Persistence from Fall 2023 to Spring 2024**
 - **100%** Enrollment Persistence rate
 - Meetings Per Semester
 - WC: Average of 3.3 both semesters
 - DV: Fall-2.43/Spring-3.7
 - **52% increase in meetings**
- **Number of Credits per semester**
 - Average Fall 23 = 11.15
 - Average Spring 24 = 11.5
 - Slightly higher # of credits in Spring semester
- **DFW Rates**
 - Overall, no change from Fall to Spring
 - MoC 29% no success compared to 20% non MoC

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First Year Outcomes - Student Stories



"It's been a fun learning experience and I'm excited to continue my education here at Pima and be part of the MOCAP program to find more opportunities for me and become the best version of myself."

"The program's greatest strength is giving students opportunities with more resources and tuition rewards to help us get through if students are not able to get financial aid and scholarships."

"I feel that the greatest strength of this college in supporting men of color is the MOCAP program. It gives men of color freedom and confidence to speak their mind and pursue whatever they want to do."

"Supporting unattended demographics and showing their support of men of color. The stigma of asking for help is being reduced at Pima specifically as a man where it can make you question your masculinity."

"I believe the greatest strength is to be able to have a community and to be able to go and talk to different people in this community and have the interactions with each other in a small setting.

"I personally love the events of the program and getting to meet all the other students and staff on different campuses. I look forward to seeing Men of Color grow and I'm here to stay."

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Expected Outcomes



Increase in:

- Course Completion Rates
- Semester GPA
- Persistence for Second Cohort
- Retention for First Cohort
- Support in lowering DFW rates
- Capture student stories of success and persistence

Identifying Student Thrivingness

- Academic Performance
- Emotional Well-being
- Social Connections
- Career Readiness
- Financial Stability
- Physical Health

Campus Ethos Domain - Pre/Post Semester Survey for control/experiment groups

- Sense of Belonging
- Campus Resources
- Validating Agent
- Connectedness
- Student Thrivingness

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- Build and finalize programmatic events, supports, processes and resources for institutionalization of program
- Continue creating on-campus partnerships with current programming at West and Desert Vista Campuses
- Increase marketing of program to internal and external stakeholders
- Develop and Implement MoCAP College Summer Prep Summer 2025
- Develop a Peer/Professional Mentor Programming
- Identify a space for a Men of Color Achievement Center at West and Desert Vista
- Develop a Learning Community for MoCAP to include: SOC204M- Gender Identities and Relations for Men of Color+MAT Transfer Course
- Develop R.O.O.T.S. Programming- Creating a MoCAP Pipeline with nearby middle, high schools and universities to foster a sense of belonging and achievement early for our local MoC

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Next Steps



Questions?

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Citations

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