

GROSSMONT
COLLEGE



Student Success & Equity
Committee

MEN OF COLOR FOCUS GROUPS



BACKGROUND

The Student Success & Equity (SS&E) committee has decided to conduct focus groups with our Men of Color students to learn about their experiences and how we can better support them as an institution. Therefore, SS&E formed a subgroup to work on the logistics to accomplish this goal.

We are pleased to announce that Dr. Frank Harris, a renowned expert in this field, has been hired as a consultant for this project. His extensive experience and knowledge will be instrumental in performing the focus groups.



Why Focus on Men of Color?



Community colleges serve as the primary pathway to postsecondary education for men of color, yet men of color do not experience the same success as their peers.



3-year completion rates for men of color in the 2017 entering cohort were: 22.8% for Black, 28.6% for Latino, 29.1% for Native American, and 27.5% for Pacific Islander men.



Following the COVID-19 pandemic, enrollment declines for Native American and Black men were 26% and 24%, respectively, compared to 13% for all community college students.



Black (42.9%) and Native American (39.8%) men are overrepresented amongst students with GPAs of 2.5 or lower when compared to the overall community college student population (30.2%).

Challenges experienced by men of color in community colleges:

- 01 Chronic racism and racial microaggressions in instructional and student services
- 02 Assumption of academic inferiority
- 03 Assumption of criminality
- 04 No sense of belonging on campus
- 05 Apprehension to help-seeking
- 06 Environmental pressures—work, family, financial, stressful life events
- 07 Basic needs insecurities
- 08 Disconnect between curricula and lived experiences
- 09 Limited access to educators who understand and appreciate their lived experiences

Project Benefits



Create a Safe Space for Men of Color

Establish a supportive environment where men of color can openly share their experiences at Grossmont College. Explore their perspectives on what the college can do to enhance their sense of belonging and academic success.

Analyze Trends and Local Context

Compare national and state-wide trends affecting men of color in higher education with the specific experiences and outcomes observed at Grossmont College.

Develop Strategies for Institutional Support

Formulate strategies to strengthen the college's capacity to support men of color equitably, ensuring that institutional policies and practices promote their success.

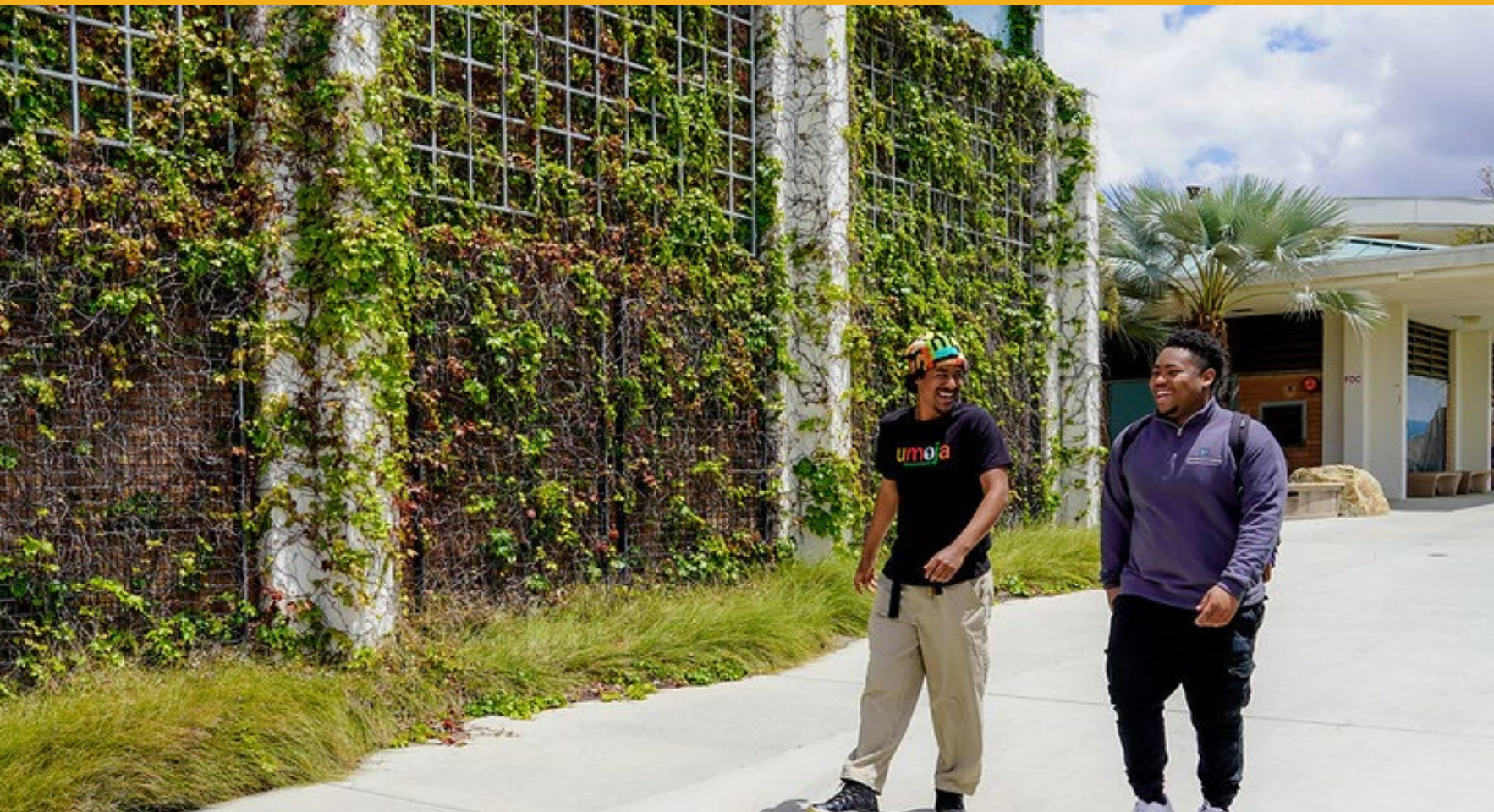
Project Benefits

Enhance Teaching and Learning for Men of Color

Identify and implement ways to assist faculty in creating teaching and learning experiences that are responsive to the unique needs of men of color.

Enhance Student Services for Men of Color

Explore strategies to support classified professionals, counseling faculty, and other educators in delivering equitable support to men of color, ensuring they have the resources and training needed to effectively serve this student group.



Data Points at Grossmont college

1

Enrollment

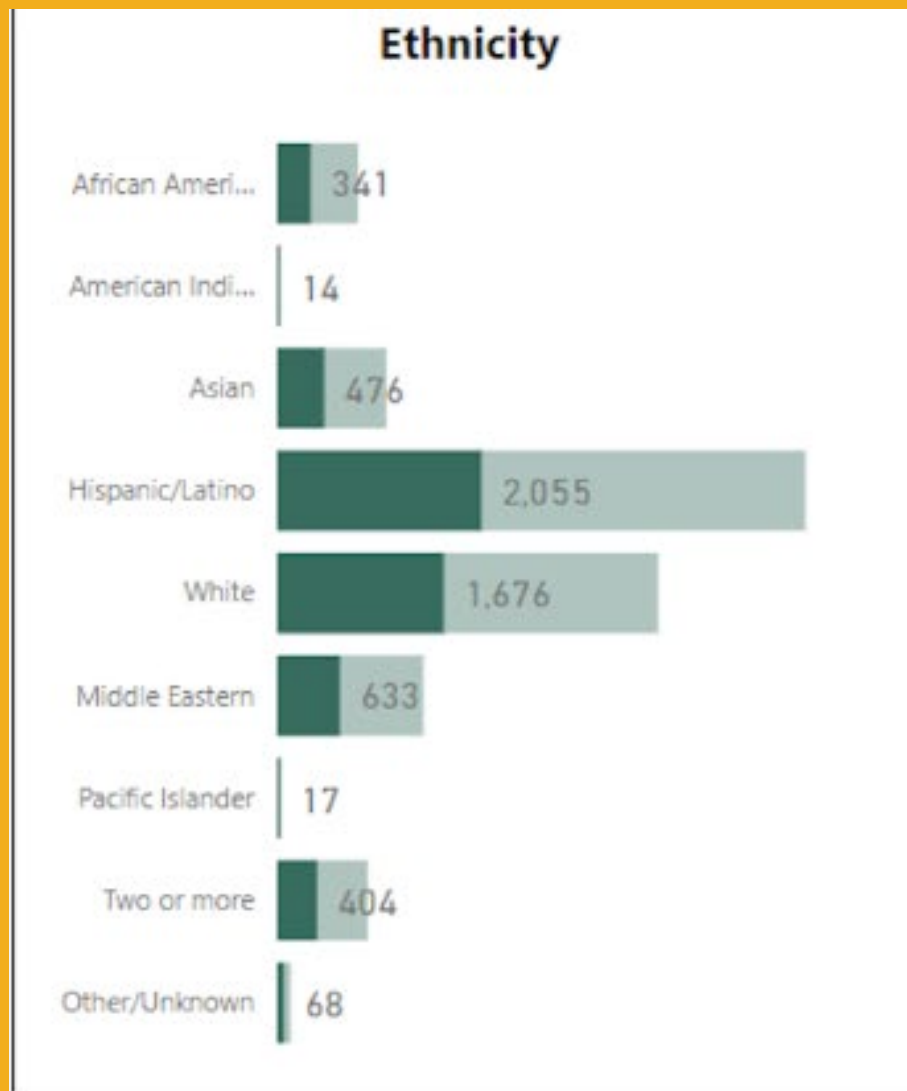
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Fall Retention

3

Course Success

Enrollment



Fall Retention

Ethnicity	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
African American/Black	80.7%	75.5%	77.0%	81.2%	83.5%	NaN
American Indian/Alaskan Native	83.3%	75.5%	72.0%	80.6%	70.4%	NaN
Asian	88.8%	85.4%	86.1%	88.1%	90.0%	NaN
Hispanic/Latino	83.1%	79.0%	82.2%	84.7%	85.4%	NaN
White	88.0%	82.2%	85.8%	86.7%	88.1%	NaN
Middle Eastern	83.7%	85.8%	86.3%	86.9%	88.4%	NaN
Pacific Islander	77.5%	70.6%	75.0%	83.5%	79.6%	NaN
Two or more	84.5%	79.6%	84.4%	87.0%	88.3%	NaN
Other/Unknown	88.5%	83.0%	87.3%	93.3%	83.3%	NaN
Total	85.3%	81.0%	83.9%	85.8%	86.9%	NaN

Course Success

Ethnicity	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Total
African American/Black	58.2%	57.7%	54.3%	60.3%	62.9%	58.6%
American Indian/Alaskan Native	63.9%	57.1%	60.0%	50.0%	40.7%	56.5%
Asian	73.2%	75.0%	76.7%	73.7%	74.5%	74.5%
Hispanic/Latino	63.9%	63.9%	64.6%	65.1%	66.7%	64.8%
White	74.7%	70.9%	71.7%	73.0%	74.2%	73.0%
Middle Eastern	62.8%	73.6%	71.8%	70.6%	69.8%	69.9%
Pacific Islander	55.0%	60.3%	62.5%	74.1%	59.2%	61.7%
Two or more	67.9%	65.5%	67.5%	71.7%	70.0%	68.5%
Other/Unknown	70.1%	71.8%	72.6%	79.4%	66.7%	71.9%
Total	68.3%	67.7%	68.1%	69.1%	69.8%	68.6%



STUDENT POPULATIONS

01

AFRICAN-
AMERICAN
BLACK

02

CHICANX
LATINX

03

ASIAN
PACIFIC
ISLANDER

04

MIDDLE
EASTERN

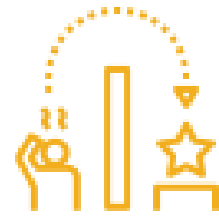
05

NATIVE
AMERICAN

We want to honor the intersectionality identities that exist among our students ie. veterans, LGBTQ, dreamers, athletes, parents, academic status (academic probation) among others.



LEARNING OUTCOMES



Better understanding the obstacles Men of Color faced while attending Grossmont College.



To understand how Men of Color Program can support them (what kind of services they may need)



What are Men of Color's sense of belonging, perception of the campus racial and gender climate as safe, welcoming and inclusive environment.

TIMELINE

SUMMER

Creating a Recruiting Plan



SEPTEMBER 2024

Focus Groups



NOVEMBER - JANUARY

Analyze data. The Results and recommendations will be share in Spring 2025.



AUGUST 1ST DAY OF FALL SEMESTER

Start recruiting students to participate in the Focus Groups



OCTOBER 17, 2024

Focus Groups



What can you do to support?

Encourage your students to sign up in the QR code Below:



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TALK BACK! SHARE WITH US



Educate Grossmont College on your experiences as a Man of Color student. Please join us and share your thoughts in a supportive and comfortable environment.

Why Participate?

- ✓ Be heard
- ✓ Impact college decisions
- ✓ Connect with your peers

Participants will:

- ✓ Receive \$50 Amazon gift card for participating in focus group
- ✓ Enjoy free pizza and drinks!

<https://tinyurl.com/talkbackgc>

Register Now!
Scan with your phone



*Open to all currently enrolled students



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YOUR VOICE MATTERS

MEN OF COLOR FOCUS GROUP

Why Participate?

1 Be Heard: Share your unique experiences and perspectives.

2 Make an Impact: Help shape future policies and programs to serve men of color better. Your opinions will shape decisions that matter.

3 Connect: Engage with fellow students and share ideas.

We value your time!

✓ Receive a \$50 Amazon gift card for participating in focus group

✓ Enjoy free pizza and drinks!

✓ You can participate via Zoom or in-person

<https://tinyurl.com/talkbackgc>

Scan here
to register



Share the flyer with students

-
- Post in Canvas under announcements.
 - Place the flyer in any student spaces such as: Math lab, MESA center, classrooms, writing center, tutoring, library, training rooms etc.

Share your feedback with us!

You can email the Dean of Student Success
& Equity: Dr. Rodriguez

victoria.rodriguez@gccd.edu



A scenic view of a university campus at sunset. The sky is filled with vibrant orange and yellow clouds. In the foreground, there is a large, circular paved area with a geometric pattern, surrounded by green lawns and modern buildings. A yellow rectangular sign with a white border is overlaid in the center, containing the text "THANK YOU" in green, uppercase letters. A teal diagonal shape is visible on the left side of the image.

THANK YOU