

De Anza College

Program Review – Annual Update Form – Fall 2025

1. Department/Area Name: **Men of Color Community (MC2)**

2. Name of individual(s) completing the form:
Erick Aragon
Jesus Ruelas
Charles VanMeurs

3. Briefly describe how your area has used the feedback from the Comprehensive Program Review and Annual Program Review Update provided by RAPP members over the past two years (if unsure, request the feedback form from your dean/manager).

Over the past two years, RAPP feedback did not specifically reference the Men of Color program. However, the prior program review briefly identified Men of Color as a cohort program and as a separate entity within Outreach. In response, the program has focused on clarifying its structure, strengthening visibility, and establishing a dedicated Men of Color Center. These steps position the program for more intentional planning, assessment, and alignment with Student Services goals moving forward.

4. Describe any changes or updates that have occurred since you last submitted program review (program review [submissions](#)).

Since the last program review, the Men of Color program has established a dedicated Men of Color Center, effective Fall 2025. In 2020–21, the Men of Color Community stopped receiving Student Equity funding, and the program did not receive institutional funding. This significantly limited the ability to sustain key initiatives such as MC2 student mentors, engagement activities, book vouchers, field trips, and consistent programming. During the pandemic and after, Men of Color counselors also supported the broader student body due to short staffing in General Counseling, which reduced the program’s capacity to focus on Men of Color students. In Fall 2025, DASG provided \$10,000 in funding to support programming and field trips. As of December 2025, the program serves 335 active Men of Color students and has begun rebuilding progress toward its Student Services goals by reestablishing space, visibility, and student engagement.

Goal title	Goal description	Responsible parties	Collaboration with....	What evidence have you used to monitor progress?	How have you assessed your goal?	What changes have been made based on the assessment?

Monitor retention and academic progress of MC2 students	Support Men of Color students through cohort based counseling and engagement with the intent of improving retention and tracking academic progress.	Men of Color counselors	MC2 team, Outreach, Promise	Program enrollment and participation data, counseling utilization, and ongoing engagement with Men of Color students. The program currently serves 335 active Men of Color students.	Formal retention and academic progress metrics were not in place due to funding loss, staffing limitations, and pandemic disruptions. Progress was monitored informally through counseling interactions, cohort engagement, and service utilization.	The establishment of the Men of Color Center and restoration of limited funding have improved consistent student engagement. Moving forward, the program will partner with Institutional Research to develop retention and academic progress metrics aligned with Student Services goals.
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5. If your goals (i.e., OKRs for Student Services) are changing or you are adding a new goal(s), please include them below. If new goals require resources, please list requested resources that were not included in your last program review.

Goal title	Goal description	Responsible parties	Collaboration with....	What evidence will you use to monitor progress ?	How will you assess achievement of the goal?
Increase MC2 students	Recruiting MC2 students into the program	MC ² Team	Outreach, Rising Scholars, Umoja,	MC2 Intake form to	Goal is to recruit 30 new

			EOPS, Promise, FYE, Puente, IMPACT AAPI, Pride	track progress	MC2 students per quarter.
MC2 Graduation	Hosting MC2 end of the year celebration/graduation	MC ² Team	Outreach, Rising Scholars, Equity Programs	Planning timelines, RSVPs, participant lists, event logistics tracking	Successful completion of the event with strong student participation and positive feedback
Engagement Activities for Men of Color	Expand MC ² engagement opportunities by coordinating campus tours, conferences, and culturally grounded community-building activities that expose students to four-year pathways, career options, and leadership development.	MC ² Team	Outreach, universities and community partners	Attendance lists, trip sign-in sheets, post-event reflections or surveys, number of events offered each quarter	Host at least 2 engagement activities per quarter (campus tours, conferences, or leadership events) with positive student feedback and demonstrated impact on students' sense of belonging and educational motivation

6. Describe the impact to date of previously requested resources (personnel and instructional equipment, facilities/upgrades) including both requests that were approved and were not approved. For example, what impact have these resources had on your program/department/office and measures of student success or client satisfaction and what have you been able to and unable to accomplish due to resource requests that were approved or not approved?
- a. Previously approved resources, particularly the establishment of a dedicated Men of Color Center, have had a meaningful positive impact on the program and the college. The physical space has increased student visibility, access, and sense of belonging, contributing to the program currently serving 335 active Men of Color students.

Students report greater connection to counseling services, community building, and engagement opportunities as a result of having a consistent and identifiable space.

At the same time, the lack of sustained funding and dedicated personnel in prior years limited the program’s ability to maintain core initiatives such as student mentors, book vouchers, field trips, and structured engagement activities. During the pandemic and afterward, Men of Color counselors were redirected to support the broader student body due to short staffing in General Counseling, which reduced the program’s capacity to fully serve Men of Color students. Recent DASG funding has allowed the program to begin rebuilding programming and experiential learning opportunities, but continued investment in staffing and ongoing funding is needed to expand services, improve student outcomes, and sustain long term impact.

7. How have these resources (or lack of resources) specifically affected disproportionately impacted students/clients? If you have not requested or received resources, still describe how your area has been able to serve disproportionately impacted students/clients.

a. Losing all funding for MC2 in 2020, along with the pandemic, deeply affected our disproportionately impacted men of color. The program was not able to offer the space, community, or consistent support that students relied on, and many felt disconnected during a time when they needed us the most.

Now that MC2 has a dedicated space and some funding, the impact has been immediate. Students are coming back, and we now serve more than 335 men of color. The renewed support has rebuilt trust and helped students feel seen and connected again. Continued resources are essential for us to fully meet their needs and keep this progress going.

8. Refer back to your Comprehensive Program Review and Annual Program Review Update from the past two years under the section titled Assessment Cycle or the SLO website (<https://www.deanza.edu/slo/>). In the table below, provide a brief summary of one learning outcome, the method of assessment used to assess the outcome, a summary of the assessment results, a reflection on the assessment results, and strategies your area has or plans to implement to improve student success and equity. If your area has not undergone an assessment cycle, please do so before completing the table below.

Table 1. Reflection on Learning Outcomes (SLO, AUO, SSLO)

<p>Learning Outcome (SLO, AUO, SSLO)</p>	<p>At this time, the Men of Color program has not completed a formal assessment cycle. During the past two years, the program experienced significant funding gaps, staffing limitations, and pandemic related disruptions, which limited the ability to implement and assess formal learning outcomes. The focus during this period was on maintaining access</p>
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	<p>to counseling services and supporting students amid broader institutional needs.</p> <p>Learning Outcome Men of Color students will report an increased sense of belonging and awareness of counseling and support services.</p>
Method of Assessment of Learning Outcome (please elaborate)	Student survey and participation tracking through Men of Color Center programming and counseling utilization.
Summary of Assessment Results	Assessment has not yet been conducted. This outcome is planned for the upcoming assessment cycle following the establishment of the Men of Color Center and restoration of limited program funding.
Reflection on Results	Due to the lack of sustained funding and staffing over the past two years, the program prioritized service delivery over formal assessment. Establishing a baseline will be critical to understanding student needs and program impact moving forward.
Strategies Implemented or Plan to be Implemented (aka: enhancements)	The program will implement regular student surveys, track participation and service utilization, and use findings to strengthen culturally responsive counseling, engagement activities, and equity focused programming.

Please email this form to your dean/manager.

9. Dean Manager Comments:

The Men of Color Community program demonstrates resilience, purpose, and a strong commitment to equity despite years of funding loss and structural challenges. The establishment of a dedicated Men of Color Center in Fall 2025 marks a critical milestone that has already resulted in increased student engagement, visibility, and sense of belonging, with more than 335 active students served. The program review clearly outlines the impact of past resource limitations while also presenting realistic, student-centered goals focused on

recruitment, retention, engagement, and completion. Continued investment in staffing, sustained funding, and assessment infrastructure is essential to fully support Men of Color students and to institutionalize the progress that has already begun. I strongly support the program's goals and resource needs as they directly align with the college's equity, student success, and completion priorities.

10. Vice President/Associate Vice President Comments:

The Men of Color Community (MC2), despite many roadblocks and setbacks, has experienced steady and consistent growth and student demand over the past few years. With an infusion of funding, a dedicated space, equity-focused, and student-centered counselors, this program will finally be able to realize its full potential. Their established goals and strategies, including their future SLO assessment plan and program metrics, will support the continued success of the program and its students.

Email the form to RAPP tri-chairs.