

PRESIDENT'S CABINET MEETING

Seeing LGBTQIA+ Students More Clearly

What new Sexual Orientation & Gender Identity (SOGI) data means for Mesa College

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1 in 6

Mesa students are
LGBTQ

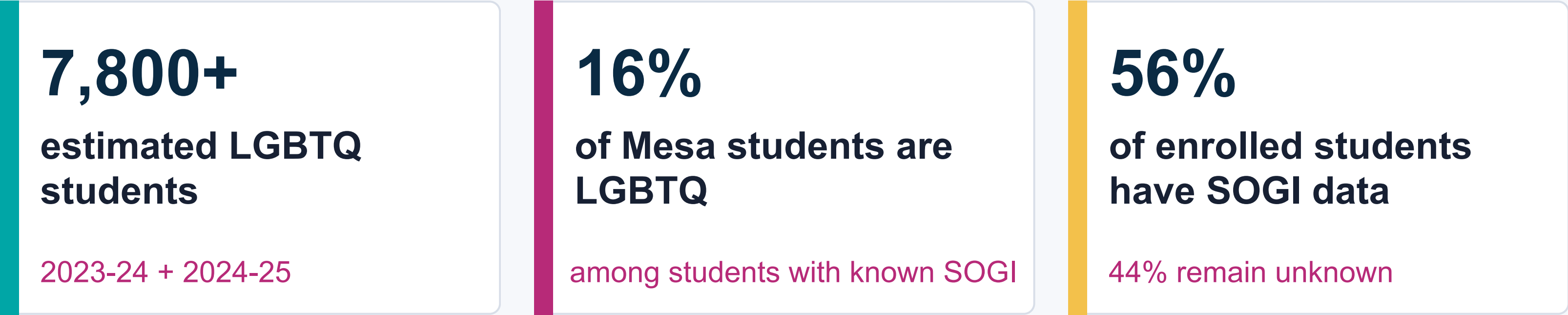
AT LEAST

7,800

estimated LGBTQ students
across 2023-24 and 2024-
25

A minimum estimate - SOGI data are available for only 56% of enrolled Mesa students.

The scale is larger - and clearer - than our systems previously showed



SOGI DATA COVERAGE



Why this matters

Better identity data changes the denominator for equity planning. It helps Mesa move from anecdotal visibility to institution-level estimates, while reminding us that incomplete collection still understates need.

SOGI data turns identity visibility into an equity signal

LGBTQ representation among students with known SOGI



The pattern is intersectional: LGBTQ students are more visible in several groups already central to Mesa equity work.

Gender identity adds another signal

310 transgender students

438 non-binary students

Among students receiving DSPS services:

1.8% trans

4.3% non-binary

Both shares are higher than among students not receiving DSPS services.

The data validates the Pride Center - and expands the institutional responsibility

193

Pride Scholars
served

2024-2025

1,391

documented student
visits

Aug. 1-Dec. 16, 2025

20+

programs, trainings
& events

Fall 2025

What students say they gain

Academic counseling & planning

Belonging & emotional safety

Basic needs & financial support

Community engagement

**The Pride Center is a
high-use student-
success space.**

**Supporting one in
six Mesa students
requires shared
institutional
responsibility.**

The data supports a campus-wide
model: specialized queer-centered
programs + affirming systems
across every division.

From data collection to LGBTQIA+-servingness

Servingness is demonstrated when identity data changes institutional decisions - not simply when identity is counted.

01 SEE

Increase voluntary SOGI completion and update pathways. Use inclusive identity markers and language across student-facing systems.

02 UNDERSTAND

Disaggregate retention, success, completion, transfer, basic needs, and program access by SOGI and intersectional groups.

03 ACT

Align staffing, recurring funding, professional learning, policies, facilities, and student supports with the gaps the data reveals.

04 ACCOUNT

Publish an annual LGBTQIA+ equity/servingness brief, set shared institutional goals, and review progress with Cabinet and governance.

PRIVACY GUARDRAIL

Use SOGI for planning and advocacy - not individual outreach. Protect privacy, suppress small cells, and follow FERPA and data-governance standards.

What Mesa College can advance now...

1

Institutionalize SOGI data

Create an annual Mesa SOGI equity brief/dashboard linked to retention, success, completion, transfer, basic needs, and program participation.

2

Make servingness shared

Ask each division to identify at least one SOGI-informed policy, practice, curriculum, professional-learning, or resource action - and report progress.

3

Sustain capacity

Align recurring resources with demonstrated need: strengthen Pride Center/Pride Scholars capacity while building affirming infrastructure campus-wide.

The new data gives Mesa a clearer view of who our students are. The next step is to make sure that visibility changes outcomes.