



*Action, Inclusion & Equity*

*Committee for*

**(CDAIE)**

## **Officers**

## Ashanti Hands *Ex-Officio Member*

## Judy Sundayo*, Co-Chair*

## Jorge Villalobos, *Co-Chair*

## Blythe Barton, *Secretary*

## **General Members**

## Samraset Ayelew

## Blythe Barton

## Kevin Branson

## Michael Brewer

## Jennifer Carmichael

## Katlin Choi

## Alison Damoose

## Maryam Fazel

## Somaya Fazel

## Sakeenah Gallardo

## Veronica Gerace

## Michael Harrison

## Erika Higginbotham

## Xavier Hunt

## Christina Huynh

## Cathy James

## Candace Katungi

## Gloria Kim

## Lucio Lira

## Thekima Mayasa

## Victoria Miller

## Travis Nichols

Edeama Onwuchekwa

Hannah Padilla Barajas

Claudia Perkins

## Waverly Ray

Denise Rogers

Kim Lan Salas

Dora Schoenbrun-Fernandez

Leland Simpliciano

Talal Slaiby

Leslie Styles

Ixchel Valencia Diaz

Jorge Villalobos

## **Community Members**

## Robyn Bolden

## Taylor Carpenter

## Olivia Puentes-Reynolds

## Afrah Saleh

## Tanis Starck

## **Consultants**

Joel Arias

Angie Avila

Abdulmalik Buul

Ailene Crakes

Leticia Diaz

Geoffrey Johnson

Janue Johnson

Jennifer Nichols Kearns

Cesar Lopez

Larry Maxey

Raquel Sojourner

Pahua Vang

**Friday, Oct. 6, 2023**

*9:00 a.m. – 11:00 a.m., Via Zoom Conference*

**AGENDA**

1. **I. CELEBRATIONS THIS MONTH**: [Latinx Heritage Month](https://www.youtube.com/watch?v=74LwqmeDjQA) (Sept. 15-Oct.15); National Indigenous People’s Day (Oct. 9th) [Six Misconceptions About Native American People](https://www.youtube.com/watch?v=GHdW_LVfn28); [National Coming Out Day](https://www.youtube.com/watch?v=S-1X5ygEOac) (Oct. 11th); [National Disability Employment Awareness Month](https://www.youtube.com/watch?v=-pCDkB94lfQ) (Oct.)
2. **WELCOME, INTRODUCTIONS, CHECK-IN**
3. **APPROVAL** of **MINUTES** & **AGENDA**
4. **SUBCOMMITTEE / SPECIAL PROJECT REPORTS**
5. Organizational Subcommittee: *(Judy)*
6. LGBTQIA Updates:
7. Personal/Professional Learning Subcommittee *(Edeama)*
8. Marketing Subcommittee
9. Student Voices *(Student Diversity Club Reps)*
10. Advocacy Fair *(Rob)*
11. Lactation Rooms *(Lauren)*
12. Resources on CDAIE Webpage / Site Compliance *(Claudia)*
13. Fine & Performing Arts Committee Update *(Blythe, Denise)*
14. Asian Pacific Islander American *Committee (Katlin)*
15. AANAPISI Grant *(Leland)*
16. Women’s Studies Subcommittee
17. International Education *(Dora)*
18. **EVENT REVIEW** *What did you attend? What did you learn?*
19. African American Farmers / Black Agriculture event, *Oct. 5, 11:10 – 12:35 pm,*
20. Careering While Asian/ KAPWA, Oct. 4th
21. Empowering Minds w/ Black Leadership Fellows, Oct. 4
22. Glimmers of Grace, Feminist Artist, Grace Gray-Adams, Art Gallery, Oct. 5th

**VI. UPCOMING EVENTS** *Please share with your students and colleagues****!***

1. **Street Dance**: Whacking, Oct. 9th 1-2:30 pm, Pride Center
2. [**DEBER Chicanx Panel**:](https://docs.google.com/forms/d/e/1FAIpQLSebdxHCFFm0bwisg4wc1ecRSINYABHriWrUbs3Sy2grDDoOwA/viewform?pli=1) Testimonials of Chicanx Professionals, Oct. 10th 12:30 – 2 AVANZA
3. **Advocacy Fair,** *Oct. 11th, 10 am – 2 pm, Quad*
4. [**Parent Cafe**](https://www.sdmesa.edu/calendar/index.php?eID=6892), *Oct. 11, & 18; Nov. 1, 8, & 15, AS Conference Rm. I4-409A*
5. Against the Wall, w/Jenn Budd, migrant rights activist, Oct. 11th 9:30 – 11, MC-211
6. Afro Latinx, Oct. 11, 12-2, AVANZA
7. Coming Out Workshop, Oct. 11, 1-2 pm, Pride Center, D-102
8. Empowering Minds-Black Leadership Fellows, Oct. 18, Nov. 1, 15, 29, Dec. 6, I401, 1-2 pm
9. **Restorative Action Week,** Student Affairs & Associated Students, *Oct. 9th – 13th Quad*
10. [NCORE 2024](https://ncore.ou.edu/Upcoming-Events/NCORE-2024) – *May 28 – June 1, 2023, Honolulu, HA*

**\***NEXT MEETING: **Friday, Nov. 3, 2023,** *9-11 am via ZOOOM*

**The Committee for Diversity Action, Inclusion &** **Equity** *(CDAIE)*

Instituted by Donna Duchow, 2010; Institutionalized as a Permanent Governance Committee, 2015

Reports to: President’s Cabinet *(PCAB)* and the Academic Senate

Oversight by: Leticia Diaz, Dean of Student Equity & Transformation *(SET)*

Co-Chairs: Judy Sundayo and Jorge Villalobos (2023)

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**CDAIE VALUES:** *(Endorsed by CDAIE, 2015)*

* We value our individual differences
* We value our universal similarities
* We value learning about each other
* We value being able to coexist harmoniously
* We value being inclusive of others in our lives
* We value cultural proficiency
* We value helping each other to succeed

**CDAIE VISION:** *(Endorsed by CDAIE, 2015)*

* That students, faculty and staff will feel supported, comfortable and included on campus
* That individually and institutionally, our campus will strive toward cultural awareness, proficiency and practice
* That students, faculty and staff will actively include each other in all aspects of the campus community
* That diversity and inclusion will be embedded into the fabric of the college, including the structure, curriculum and research
* That our campus community (students, faculty and staff) will be reflective of the larger community’s diversity measures

**CDAIE MISSION STATEMENT:** *(Endorsed by CDAIE, 2015)*

The Diversity Committee’s mission is to develop and implement a strategy for diversity, inclusion, and equity, which is active and aligned with Mesa’s mission, vision and values. The Committee’s overarching goal is to engage and support students, faculty and staff in the ongoing process of transforming our campus environment into one, which we envision as safe, supportive, culturally proficient, globally inclusive and reflective of the larger San Diego community.

**CDAIE GOALS:** *(Endorsed by CDAIE, 2015)*

* To Support a Safe, Comfortable & Harmonious Campus Environment for Students, Faculty & Staff
* To Promote the Awareness and Benefits of Diversity, Cultural Proficiency & Inclusion
* To Endorse & Actively Support Equity Initiatives that Promote Inclusion & Success for Underrepresented Individuals & Diverse Groups
* To Advocate for & Actively Support the Incorporation of Diversity into the College Structure, the Curriculum & in Research
* To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

**CDAIE OBJECTIVES** *(4-YEAR)*

2021-2022

* Submit Update for District EEO Plan
* Initiate work on 13 Point Plan
* Obtain DEI Coordinator Reassign Time Position
* Present Equity in the Library for NCORE
* Obtain Approval for Mesa College Pride Center

2022-2023

* Open the Mesa College Pride Center
* Support First Lavender Graduation
* Follow Up on Lactation Pods
* Host Civil Dialogue Training
* Host Advocacy Fair
* Complete Land Acknowledgement

**CDAIE ACCOMPLISHMENTS:**

2023-2024

* Host Storyscope Facilitator Training
* Continue Collaborations on Civility Discussions
* Complete collaboration on DEIA Discussion Guide
* Post and Disseminate Land Acknowledgement
* Raise Kumeyaay Flag
* Reinstitute Diversity Marketing Campaign
* Complete Storyboard for Diversity Video
* Participate in Mesa’s 60th Anniversary Celebrations
* Conduct On-Campus CDAIE Retreat
* Annual Cultural Unity Week & Festival of Colors Celebrations
* Annual Student Diversity Club Luncheon & Table Talks
* Annual Presentations at President’s Cabinet (PCAB)
* Updates to Mesa Diversity Webpages & CDAIE Committee Webpage
* The Mesa College NCORE Video (2015)
* The New District Diversity Question for Employment Applications (2017)
* The Serenity Space (2018)
* The Lactation Room (2018); Advocacy for Lactation Pods (2023)
* Diversity Presentation, Mesa Tutors (2018)
* The *“Diversity is Unity”* Marketing Campaign – Merchandise (2018/19)
* Equity in the Library Flex Workshop (2019)
* The *“Mesa Pride”* Marketing Campaign – Merchandise (2019)

**CHAIRS EMERITUS:** *(Infinite Gratitude to our Past Chairs)*:

* *Donna Duchow*
* *Denise Rogers*
* *Sue Shrader-Hanes*
* Successful launch of Mesa College’s first LGBTQ Celebration Week (2019)
* Completed the 13 Point Strategic Action Plan for Accountability in DEI (2021)
* DEI Coordinator with Reassigned Time Approved (2022)
* NCORE Presentation: Equity in the Library (2022)
* Hosted Advocacy Fair (2022; 2023)
* Hosted Civil Dialogue Training and Discussions (2023)
* San Diego Mesa College Pride Center Opened (2023)
* Supported First Lavender Graduation (2023)
* Completed San Diego Mesa College Land Acknowledgement (2023)