



*Action, Inclusion & Equity*

*Committee for*

**(CDAIE)**

## **Officers**

## Ashanti Hands *Ex-Officio Member*

## Judy Sundayo*, Chair*

## Lauren Wade, *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

Paloma Vargas

Manuel Velez

Luke Wood

**Friday, Sept. 1, 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=_d2LeO-0UOQ) (Sept. 15-Oct.15); [**International Day of Peace**](https://www.youtube.com/watch?v=0kwSAK8dql0) (Sept. 21)
2. **WELCOME, INTRODUCTIONS, CHECK-IN**
3. **APPROVAL** of **MINUTES** & **AGENDA**
4. **SUBCOMMITTEE / SPECIAL PROJECT REPORTS**
5. Organizational Subcommittee: *Storyscope; Braver Angels; Film; Mesa’s 60th (Judy)*
6. LGBTQA Subcommittee Updates: *(Lucio, Jacob)*
7. Personal/Professional Learning Subcommittee *(Edeama, Jennifer, Hannah)*
8. Marketing Subcommittee *(Waverly)*
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. Dr. Constance M. Carroll Humanities Institute
15. Asian Pacific Islander American *Committee (Katlin)*
16. AANAPISI Grant *(Leland)*
17. Women’s Studies Subcommittee *(Gloria)*
18. International Education *(Dora)*
19. **EVENT REVIEW** *What did you attend? What did you learn?*
20. Raza Grads, April 28
21. Asian American Pacific Islander Recognition Ceremony (ARC), May 3rd
22. Other Asian American Pacific Islander Heritage Month activities
23. KAPWA Summit, May 15 & 17
24. Lavender Graduation, May 8th
25. Rites of Passage Ceremony Celebrating Black Graduates, May 17th
26. Mesa Commencement, May 26
27. NCORE 2023 – Portland, May 30th
28. San Diego Pride Festival, July 15 – 16
29. Fall Convocation & Workshops, Aug. 17

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

1. [Strengthening Women in Higher Ed,](https://www.sdmesa.edu/calendar/index.php?eID=7044) *AAWCC, Sept. 7 (4-7:30 pm); Sept. 8 (8 am-3:30 pm)*
2. [The Resistance of the Echo & La Eco-Resistencia,](https://www.sdmesa.edu/campus-life/galleries-and-attractions/mesa-college-art-gallery/index.shtml) *Aug. 21 – Sept. 14, Art Gallery FA-103*
3. [Cheech Marin, Art, Comedy & the Chicano Movement](https://42hj43qy.paperform.co/), *Sept. 18, 6-7 pm, free on zoom*
4. [Noche de la Familia](https://www.sdmesa.edu/calendar/index.php?eID=6879), *Sept. 21, 4:30 – 7 pm, Mesa Math & Science Bldg.*
5. [Parent Cafe](https://www.sdmesa.edu/calendar/index.php?eID=6892), *Sept. 6, 13, & 20; Oct. 4, 11, & 18; Nov. 1, 8, & 15, AS Conference Rm. I4-409A*
6. African American Farmers / Black Agriculture event, *Oct. 5, 11:10 – 12:35 pm,*
7. [NCORE 2024](https://ncore.ou.edu/Upcoming-Events/NCORE-2024) – *May 28 – June 1, 2023, Honolulu, HA,*

**\***NEXT MEETING: **Friday, Oct. 1, 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)*

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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 OBJECTIVES** *(4-YEAR):*

2018-2019

* Submit Update for District EEO Plan
* Operationalize Serenity Space
* Operationalize Lactation Room
* Institute Mesa Pride Marketing Campaign *(Caps, T-Shirts)*
* Continue Diversity Marketing Strategies *(Water Bottles)*
* Subsume Fine & Performing Arts Committee under CDAIE
* Subsume Women’s Studies Committee under CDAIE
* Flex Workshop: Equity in the Library

2019-2020

* Submit Update for District EEO Plan
* Obtain Reassigned Time for CDAIE Chair
* Obtain Honors Intern in Diverse & Inclusive Collaboration
* Present *Equity in the Library”* Workshop for NCORE 2020

2020-2021

* Submit Update for District EEO Plan
* Present 13 Point Strategic Action Plan for DEI Accountability
* Integrate 13 Point Strategic Action Plan with 20/30 Plan

**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 ACCOMPLISHMENTS:**

* Annual Cultural Unity Week Flex Workshops, Films, Discussions
* Annual Festival of Colors Interdepartmental & Community Collaborations
* Annual Student Diversity Club Luncheon & Table Talks
* Annual Mesa College Update - District EEO Report to State of California
* Annual Presentations at President’s Cabinet (PCAB)

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
* Updates to Mesa Diversity Webpages & CDAIE Committee Webpage
* The Mesa College NCORE Video (2015)
* The New District Diversity Question (2017)
* The Serenity Space (2018)
* The Lactation Room (2018)
* Diversity Presentation, Mesa Tutors (2018)
* The *“Diversity is Unity”* Marketing Campaign – Merchandise (2018/19)

2022-2023*(Proposed Pending CDAIE Approval)*

* Opening of the Mesa College Pride Center
* Continue work on 13 Point Plan
* Develop Diversity Film Presentation
* Develop Diversity Awards Program
* Equity in the Library Flex Workshop (2019)
* The *“Mesa Pride”* Marketing Campaign – Merchandise (2019)
* 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)

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

* *Donna Duchow*
* *Denise Rogers*
* *Sue Shrader-Hanes*
* San Diego Mesa College Pride Center Opened (2023)