SAN DIEGO MESA COLLEGE

# Diversity, Equity, Inclusion and Accessibility (DEIA) Discussion Guide

The objective of this guide is to provide a meaningful and practical DEIA tool and process that systematically assesses the campus' commitment and accountability to the values of DEIA, in supporting Mesa's goal of becoming more diverse, equitable, inclusive, and accessible through intentional and ongoing campus-wide reflections and revisions of policies and practices.

As the **largest** and **most diverse** system of higher education in the country, California Community Colleges are continually working to **break down barriers** to racial justice and equity for the millions of students in our colleges. To advance this goal, we are continually building a better, more inclusive, equity-centered teaching and **learning ecosystem** that supports the needs of students from all backgrounds through actions both **big and small**.

To establish an ideal environment for cultivating DEIA values, we need to create a balance between psychological safety and accountability within the spaces across campus.

Psychological safety is about *how comfortable team members can take risks and be vulnerable with their team.* People can fall into one of the four zones.

HIGH

PSYCHOLOGICAL SAFETY

| COMFORT ZONE | LEARNING ZONE |
| APATHY ZONE | ANXIETY ZONE |

LOW   ACCOUNTABILITY   HIGH
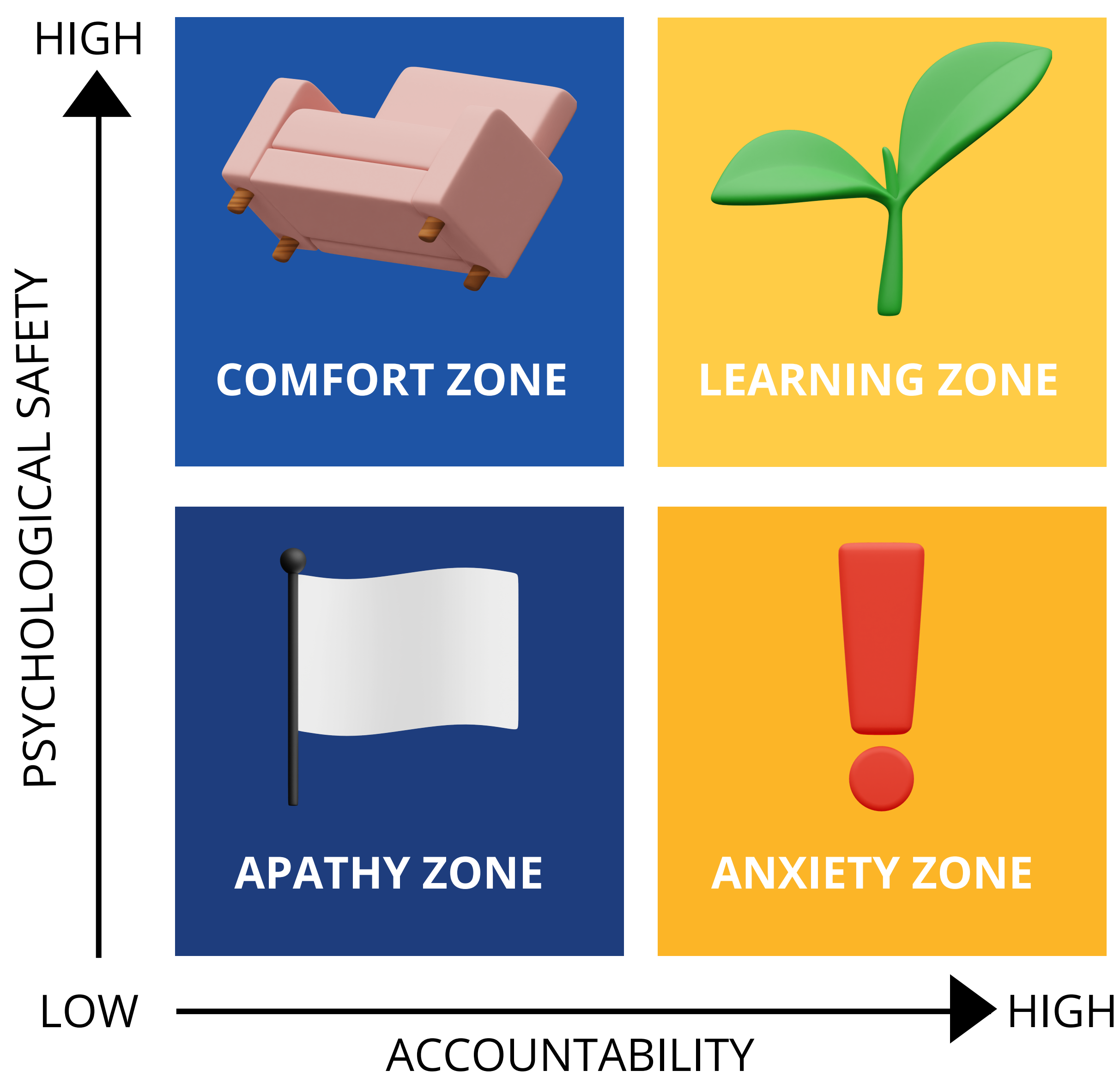
Learning Zone is ideal for innovation and growth because team members can take risks and be vulnerable with their team. People can fall into one of the four zones.

Comfort Zone is more relaxing but there is little motivation for growth.

Apathy Zone lacks adequate communication and support, causing team members to struggle to care about the work.

Anxiety Zone has no communication and support, causing team members to be too scared for punishment and humiliation.

Psychological safety - an environment in which people believe that they can speak up candidly with ideas, questions, concerns, and even mistakes - is vital to leveraging the benefits of diversity, because it can help make inclusion a reality.

Amy C. Edmondson, PhD.

GETTING STARTED

Small steps for initiating & facilitating discussions in your spaces in support of Mesa's goal of becoming more diverse, equitable, inclusive, and accessible.

1 **REFLECT**

Dedicate 20-30 minutes during your unit / department / school meetings to reflect on your group's commitment to DEIA values.

2 **BRAINSTORM**

Got 10 more minutes? Identify areas for improvement and support the development of goals and action plans for Program Review.

3 **DIVE DEEPER**

Capture the conversation - identify areas for improvement and ideas for future practice. Keep DEIA as a standing item on your agendas and develop action plans, timelines, & accountability check-ins throughout the year.

Meeting Mesa 2030 Roadmap Objectives

Let's take a look at the Strategic Objectives that call for a concerted effort to implement & support DEIA values.

2 Scholarship

Evaluate and improve Diversity, Equity, and Inclusion practices in classroom environments, campus activities, departments, schools, and administrative units.

3 Community

Build a culture of communication that is evidence based, race conscious, institutionally focused, systemically aware, and equity advancing.

6 Stewardship

Develop a proactive hiring plan that includes a review of advertising, screening, and interviewing with a goal of establishing a diverse and competent workforce that is reflective of the student population and the local community.

Key Areas for Focus

Hiring

Recruitment

- In what ways does your unit engage in actively participating in recruitment practices that support a diverse workforce?
  - Some examples may include: Posting jobs to forums with diverse readership, connecting the professional organizations that have diverse membership, supporting a diverse pipeline of new potential candidates, revising job posts to highlight DEIA values.

Screening Committee

- How do you ensure DEIA values are part of the screening committee composition and process?
- What does your unit do beyond EEO training?
  - Some examples may include: ensuring diverse membership, intentionally including members from other units, including criteria regarding demonstration of DEIA values, interrogating the ways in which screening criteria do or do not align with DEIA values, sharing promising practices with campus.

Pipeline Development & Support

- In what ways does your unit support the continuous development of diverse educators into the employment pipeline for your discipline/area of expertise?
  - Some examples may include: Work-Based Learning, internships, grad school collaborations, efficient and effective pathways, mentoring.

Onboarding

- In what ways does your unit engage in or facilitate culturally responsive and inclusive onboarding and/or mentorship to support new employees and promote retention of diverse employees?
  - Some examples may include: Inclusion of DEIA professional learning in onboarding materials, collaboration with other campus/district-wide onboarding efforts, providing mentorship for new employees, ensuring new employees have adequate support.

Promotion and Leadership

- In what ways does your unit seek and support the continuous development of diverse leaders who are active in implementing DEIA?
  - Some examples may include: electing chairs with a demonstrated commitment to DEIA, encouraging representation on committees.

Culture

Belonging and Climate
- How does your unit foster, promote and demonstrate a commitment to cultivating diversity and celebrating difference for classified professionals, students, administrators, and faculty?
- Examples may include mentoring, facilitating DEIA focused professional learning, discussing the value of DEIA in meetings, encouraging and modeling authenticity and self-expression.

Professional Development
- How does your unit promote professional learning that fosters the development of DEIA expertise and leadership capacity?
- Examples may include: supporting employees participation in professional learning opportunities and shared governance representation.

Communication
- How does your unit foster an environment of open communication and transparency which enables honest discussions about DEIA?
- Examples may include: Intentionally inviting folx to the discussion, encouraging questions, acknowledging concerns and needs, soliciting ideas to improve practices from a diverse set of members of all status levels, discussing current issues and/or difficulties with everyone involved.
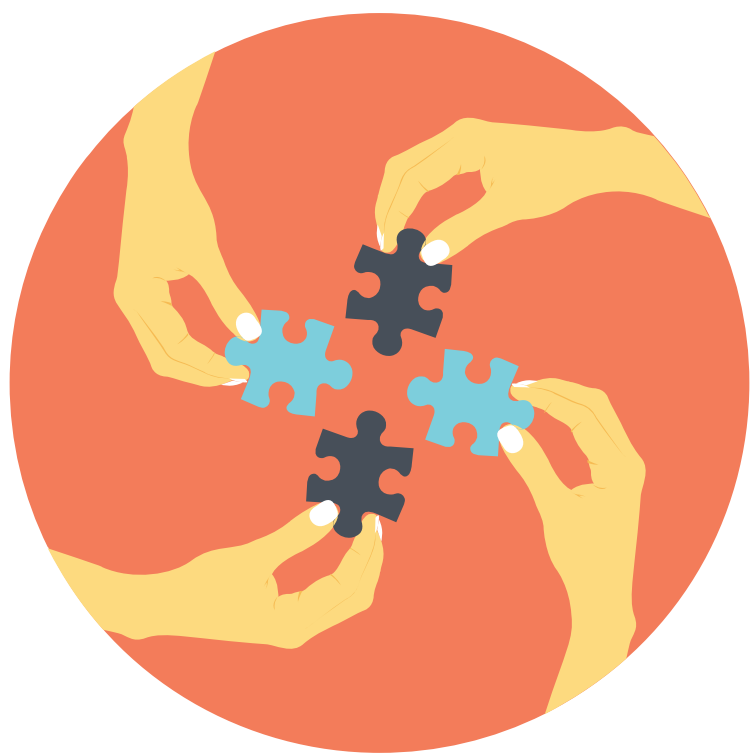
Operations

DEIA in department purchasing and event planning
- How does your unit consider DEIA in purchasing and event planning?
  - Examples include: Vendor diversity, community engagement, event promotion, speaker selection, purchasing decisions, minority-owned business, local business, women-owned business.

Leadership Accountability
- Considering all levels and types of leaders (formal and informal) in your unit, reflect on their commitment to the values of Diversity, Equity, Inclusion, and Accessibility as demonstrated by the following behaviors:
  - Recognizes power and privilege identities
  - Checks-in (not just updates)
  - Yields the floor
  - Delegates labor equitably
  - Design and uses feedback loops
  - Establishes healthy boundaries
  - Calls in and expects to be called out

Delivery of Instruction & Services

Curriculum and Learning Outcomes
- How does your unit promote DEIA in curriculum development, learning assessment, and review?
  - Examples may include: revising curriculum to include course learning outcomes/objectives that highlight DEIA in the discipline, redesigning learning assessments, engaging in andragogical strategies that support DEIA in the classroom, etc.

Academic and Support Services
- How does your area/unit consider the DEIA in the delivery of services to students and employees?
- How does your unit engage with academic and student support services in a way that communicates and connects?
- How does your unit develop DEIA academic and student support services that are unique to your area of content?

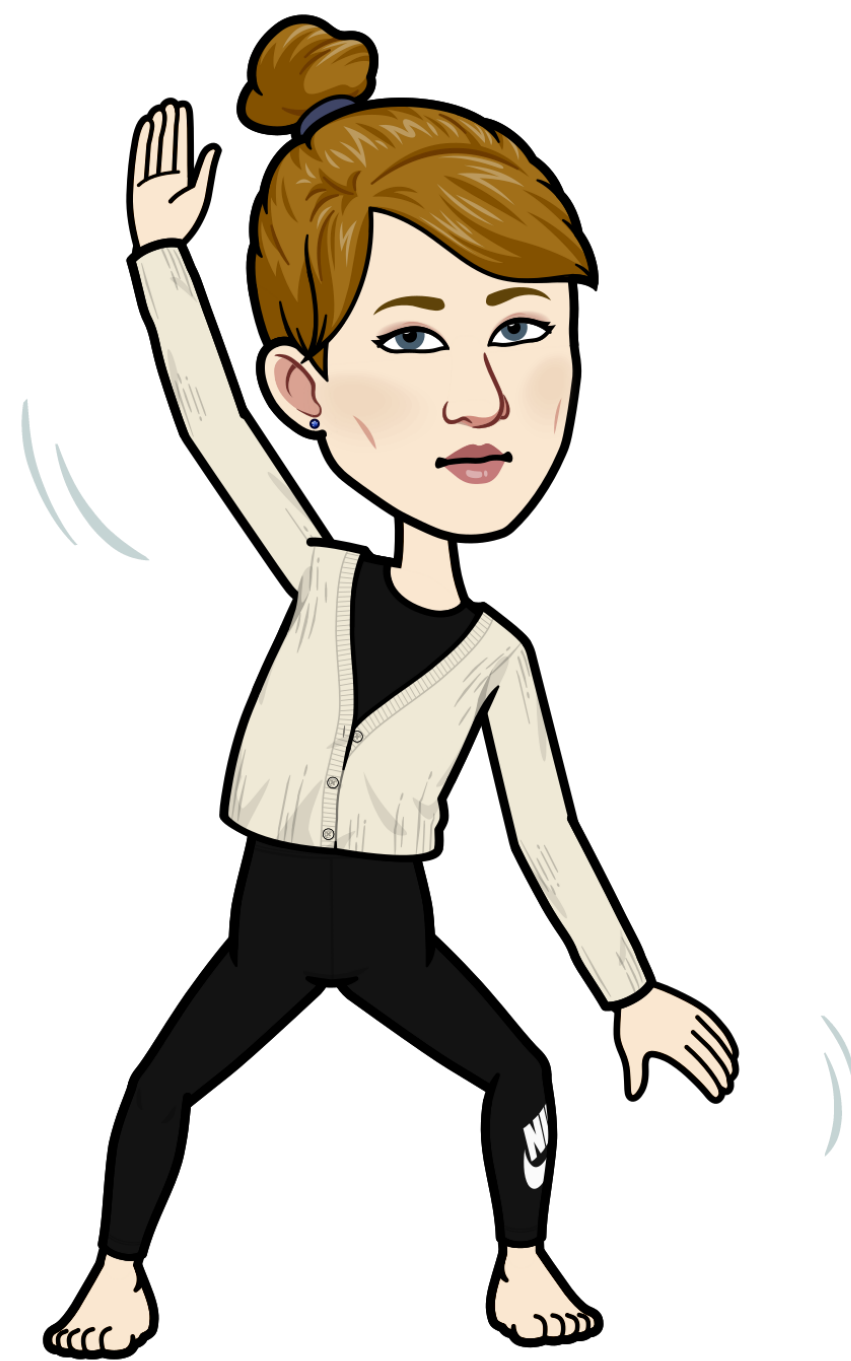This guide is the collaborative love & labor of the Mesa College DEIA Workgroup.

Should you have any feedback, questions, or suggestions, we encourage you to share them by clicking on the submit button to the right.

SUBMIT

Mesa College DEIA Workgroup
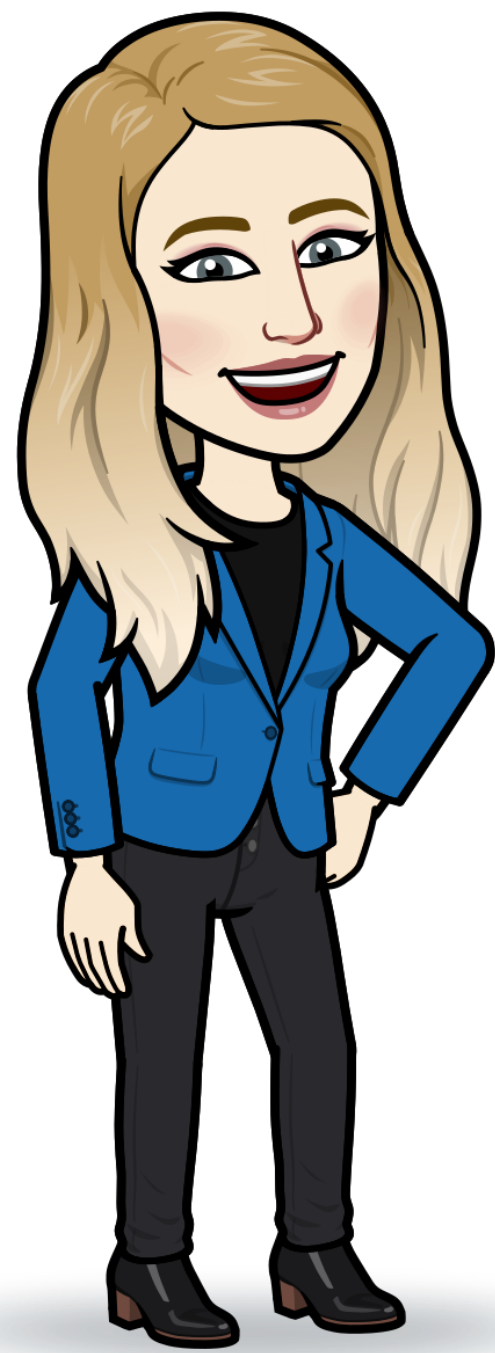
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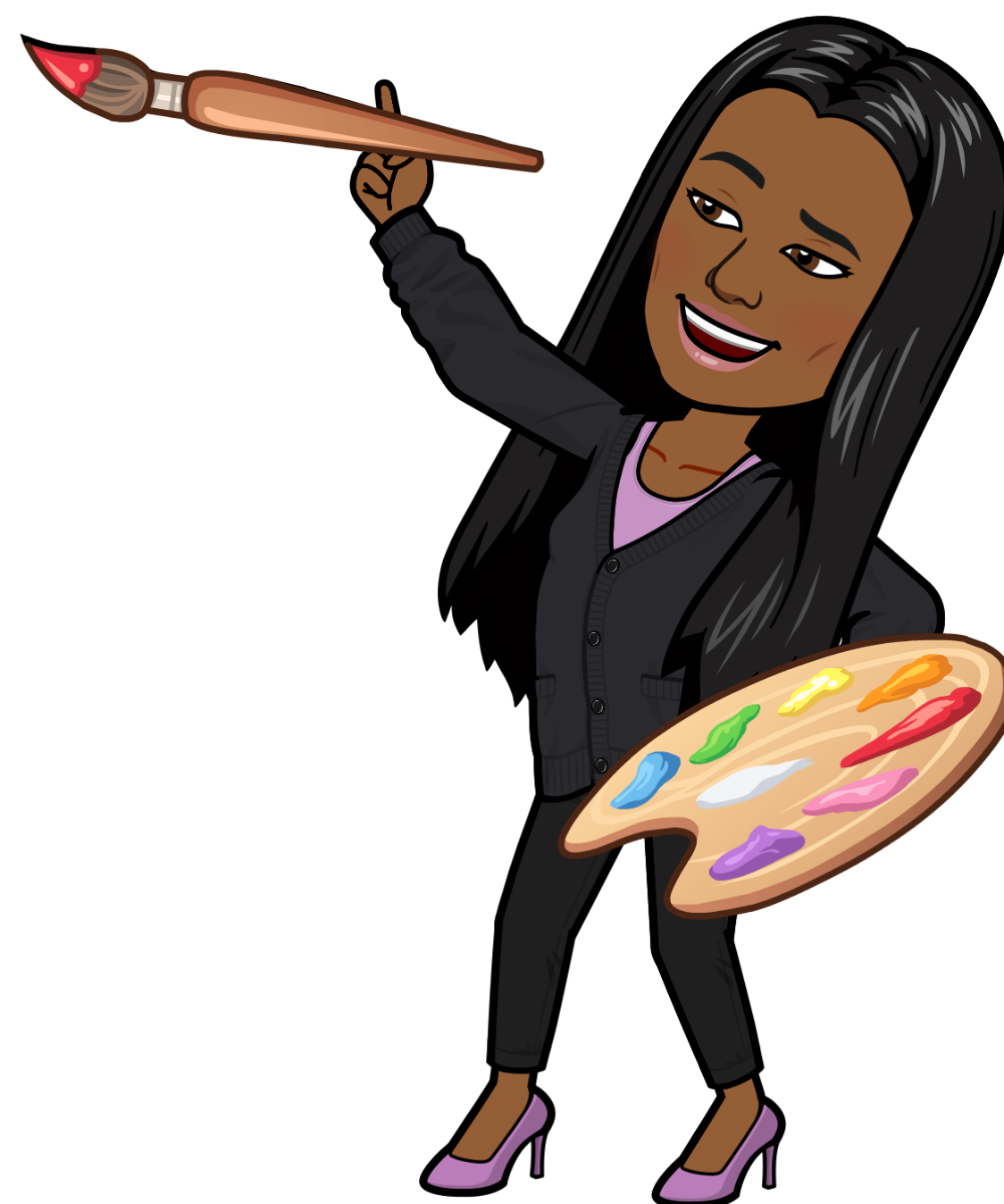*Admin Tech, Office of IE*
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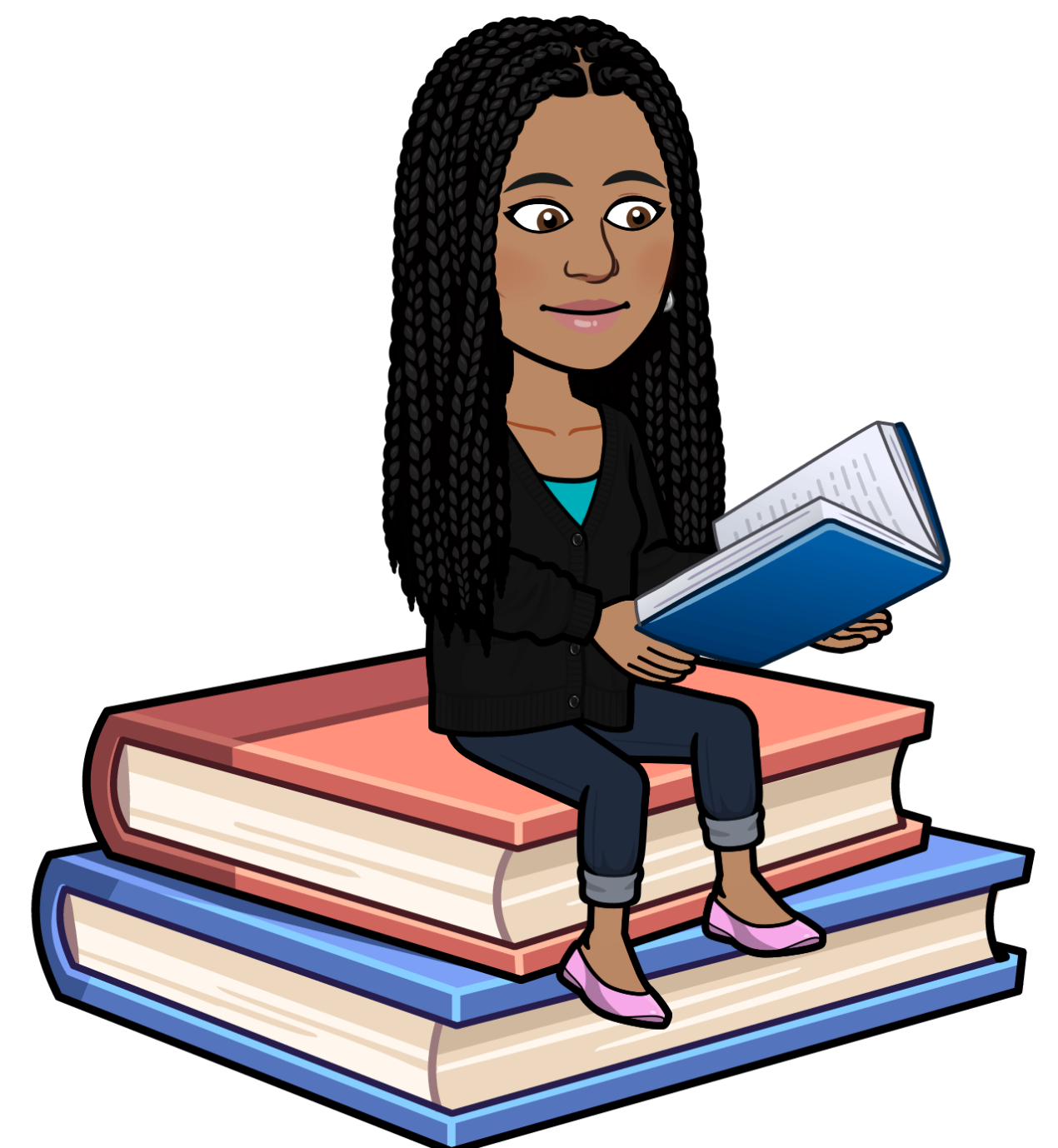**Blythe Barton, MFA**
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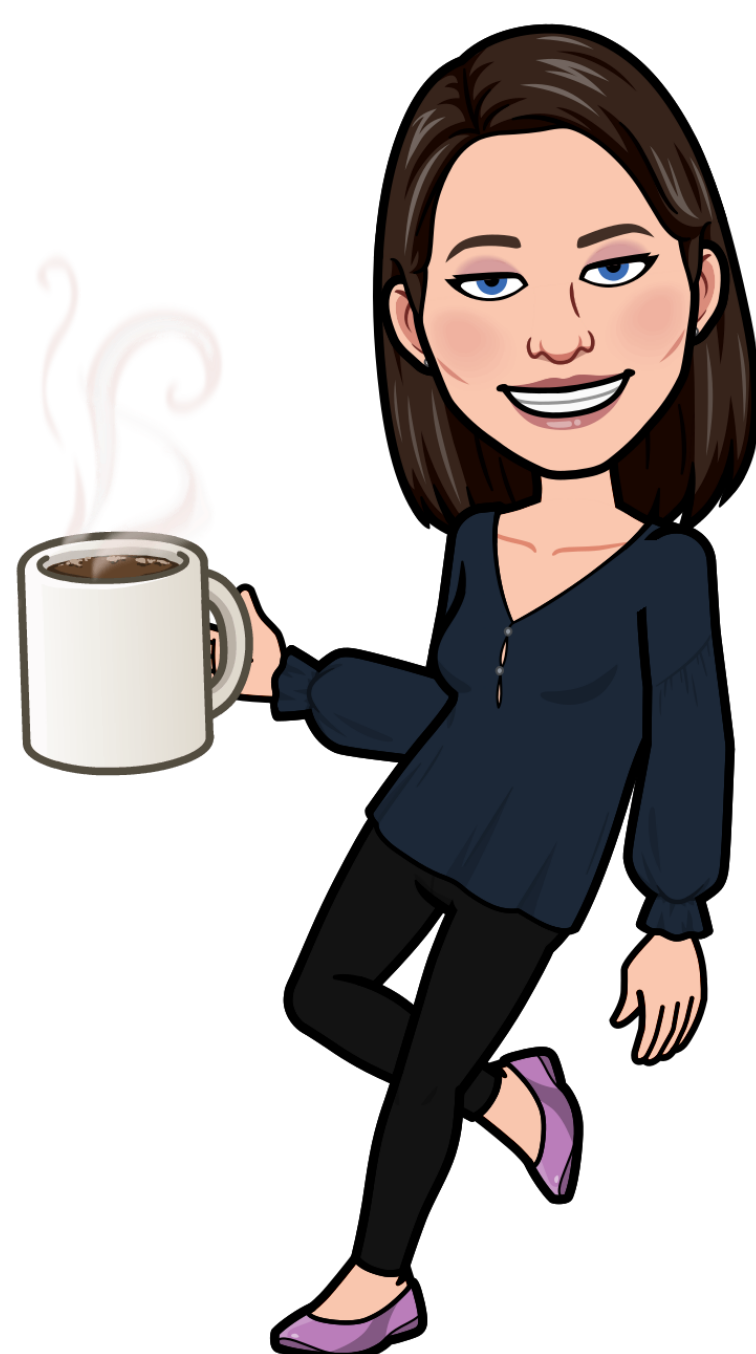*Dean, Office of IE*
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