



The late Profe. Sakeenah Gallardo, fondly remembered as a treasured member of CDAIE.



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

Presentation for The President's Cabinet,

May 20, 2025

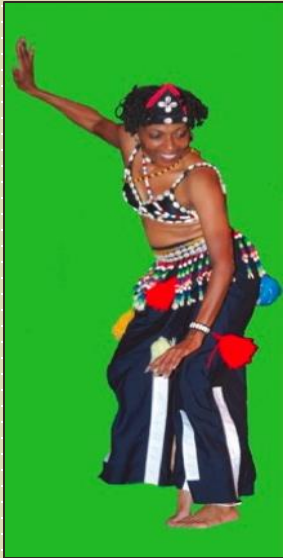
Our Campus Celebrates the Diversity of our Students!



We Celebrate the *Increasing Diversity* of our Employees!



We Acknowledge Diversity Celebration Days!



- Arab American Month
- Asian American/Pacific Islander Heritage Month
- Black History Month
- Caesar Chavez Day
- Deaf Awareness Day
- Filipino American History Month
- Foster Care Awareness Month
- German American Heritage Day
- Irish American Heritage Month
- Italian American Heritage & Culture Month
- Jewish American Heritage Month
- Latinx Heritage Month
- Learning Disabilities Awareness Month
- LGBTQA History Month
- National Brain Injury Awareness Month
- National Deaf Awareness Month
- National Disability Employment Awareness Month
- Native American Heritage Month
- Polish American Heritage Month
- Pride Month
- Veterans Day
- Women's History Month

We Celebrate Diversity Events & Activities!



Raise Your Pride, 2024



*Student Health Services,
Love Your Heart Event, 2025*



AAPI Community of Practice, 2024

- Asian Recognition Ceremony
- Cal WORKS Events
- Campus TEACH-INS
- **Civil Dialogue Training**
- **Critical Campus Conversations**
- **Cultural Awareness Week**
- **Cultural Competency Trainings**
- Disability Services Workshops
- **Festival of Colors**
- Gracia Molina De Pick Feminist Lectures
- Lavender Graduation
- LOFT Faculty Inquiry Groups
- LOFT Course Re-design Institutes
- NEXT-UP & FAST Scholars Events
- Peer Navigator/CRUISE Events
- **Powwow**
- The BLACK Forum
- The STAND - Free Food/Clothing
- Raza Grad
- Rite of Passage Celebration
- **SafeZone Trainings**
- **Student Advocacy Fair**
- Student Health Services *Rise Up*
- Student Health Services *Mesa CARES*
- Student VOICES Events
- Veterans Pancake Breakfast



Raza Grad Celebration, 2025

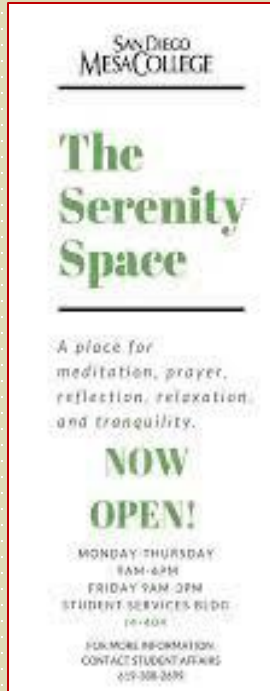


Festival of Colors, 2025



*Gracia Molina de Pick Feminist
Lecture Series, 2025*

We Support Safe, Diverse & Inclusive Spaces on Campus!



Mesa College Committee for Diversity Action, Inclusion & Equity

Members

Administration	Classified	Faculty				Students / Community	Consultants
<ul style="list-style-type: none"> A. Hands (<i>Ex-Officio</i>) V. Miller J. Carmichael 	<ul style="list-style-type: none"> K. Branson K. Salas 	<ul style="list-style-type: none"> B. Barton M. Brewer K. Choi M. Cox A. Damoose V. Gerace A. Hall M. Harrison E. Higginbotham 	<ul style="list-style-type: none"> C. Huynh C. James E. Jonah C. Katungi G. Kim N. Klein L. Lira J. Martinez 	<ul style="list-style-type: none"> T. Mayasa C. Meissner L. Milligan T. Nichols H. Padilla Barajas C. Perkins W. Ray D. Rogers 	<ul style="list-style-type: none"> D. Schoenbrun-Fernandez L. Simpliciano L. Styles J. Sundayo J. Villalobos L. Wade E. Wilke 	<ul style="list-style-type: none"> T. Al Slaiby F. Arzate L. Mendez A. Villagrancia K. Sebastian T. Starck 	<ul style="list-style-type: none"> J. Arias A. Buul L. Diaz P. Guevarra H. Hoang G. Johnson J. Johnson C. Lopez A. Pulido L. Maxey J. Nash P. Rodriguez M. Temple P. Vang M. Velez

Values

- 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

Vision

- 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, the curriculum and research
- That our campus community (*students, faculty and staff*) will be reflective of the larger community in terms of diversity measures

Mission

- Actively work to ensure campus is supportive for all
- Educate the campus community on benefits of diversity, cultural proficiency & inclusion
- Advocate for cultural proficiency
- Ensure diversity & inclusion are integrated into all aspects of the institution
- Support a diverse workforce and student body reflective of the community

SERVICES

- Disseminating *Diversity New Briefs*
- Conducting Diversity Surveys (*Prog. Rev. Data*)
- Hosting Professional Development Workshops (*Including Flex Events*)
- Hosting Films / Discussions
- Providing Trainings (*e.g. SafeZone*)
- Supporting Student Diversity Club Activities
- Supporting DEI Student & Employee Events
- Overseeing Diversity Website
- Providing a Diversity Repository
- Advocating for DEIA at Institutional Level

GOALS

- To Support a Safe, Comfortable & Harmonious Campus Environment for Students, Faculty & Staff
- To Promote the Awareness and Benefits of Diversity, Intersectionality, 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 (*Institutionalization*)
- To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

OBJECTIVES (See Year Specific)

EVENTS

- Annual Tabling Events** (*e.g. Advocacy Fair*)
- Annual Cultural Unity Week**
Festival of Colors (*Spring*)
- Participation in Celebrations:**
Asian Pacific American Heritage Month
Black History Month
Disability Awareness Month
Gracia Molina de Pick Lectures
Latinx Heritage Month
LGBTQIA+ History Month/ Pride Parade
Martin Luther King Jr. Parade
Native American Heritage Month
Women's History Month

Organizational Subcommittee



- ❖ Managing the Mesa College Diversity Website
- ❖ Collaborating with the A.S., Diversity Club, Student Affairs, LRC, LOFT, CEL, SET, Climate Committee, e.g. **CIVILITY**
- ❖ Communicating DEI information & resources in varied ways
- ❖ Working with DEI Coordinator on 13 Pt. Strategic Action Plan for Accountability in DEI in concert with 20/30 Plan
- ❖ Managing the Budget & Expenditures for DEI events & activities under the auspices of the Dean of Equity

COLLEGE INITIATIVES

Diversity

Definitions

Resources

Committee for Diversity Action, Inclusion & Equity

Diversity Pledge Video

Events

EcoMesa

Global Awareness

Guided Pathways

Hispanic Serving Institution

Student Success & Equity

Humanities Institute

<http://www.sdmesa.edu/about-mesa/current-initiatives/diversity/>



- ❖ Meeting monthly with District Diversity Committee (CDAC) to ensure compliance with State EEO mandates

The DEIA Discussion Guide – A Good Start . . .

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**.

HIGH



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.

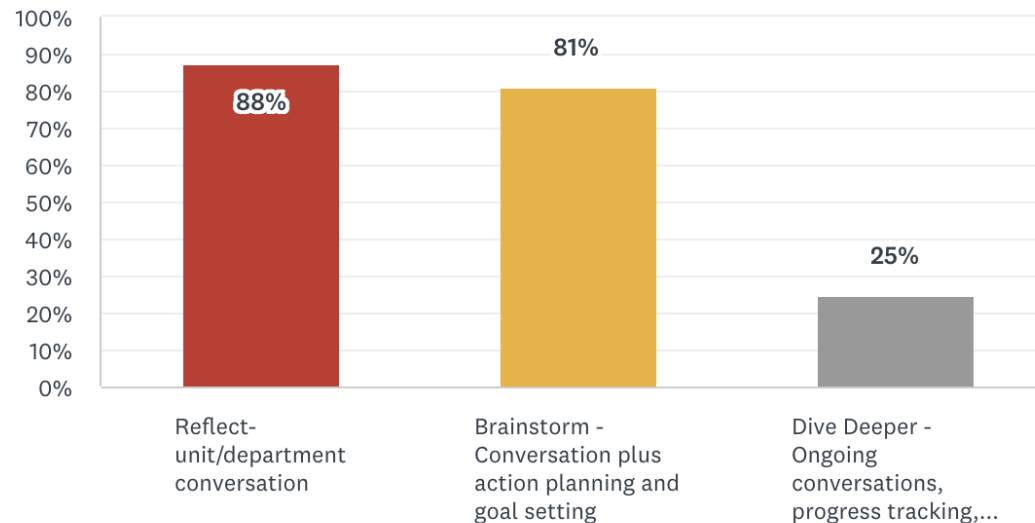
Some Initial Responses – Use of the Guide

Q2



How did your Unit/Department use the guide? (Select all that apply)

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Reflect- unit/department conversation	88%	14
Brainstorm - Conversation plus action planning and goal setting	81%	13
Dive Deeper - Ongoing conversations, progress tracking, deep dialogue	25%	4
Total Respondents: 16		

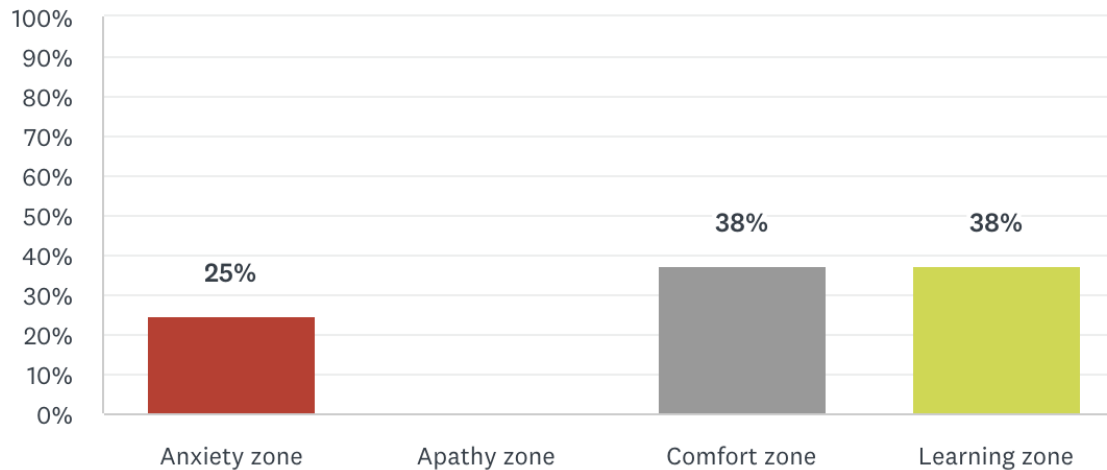
Some Initial Responses – Feeling Zone

Q3



Which psychological zone did you identify with the most?

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Anxiety zone	25%	4
Apathy zone	0%	0
Comfort zone	38%	6
Learning zone	38%	6
TOTAL		16

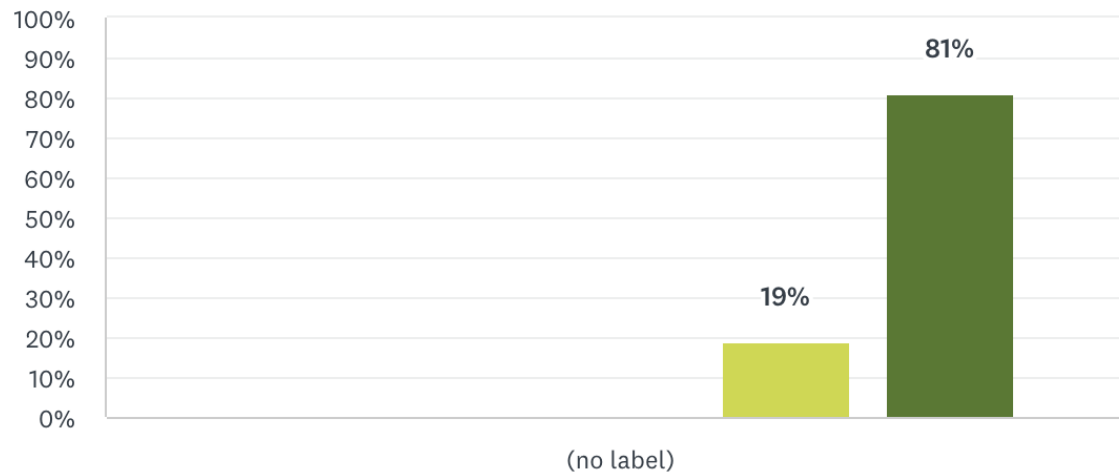
Some Initial Responses – Discussion Approach

Q4



How did your team approach the DEIA discussion?

Answered: 16 Skipped: 0



Highly opp... Somewhat ... No response Somewhat ... Highly rece...

	HIGHLY OPPOSITIONAL	SOMEWHAT OPPOSITIONAL	NO RESPONSE	SOMEWHAT RECEPTIVE	HIGHLY RECEPTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	0%	0%	0%	19%	81%	16	4.81
	0	0	0	3	13		

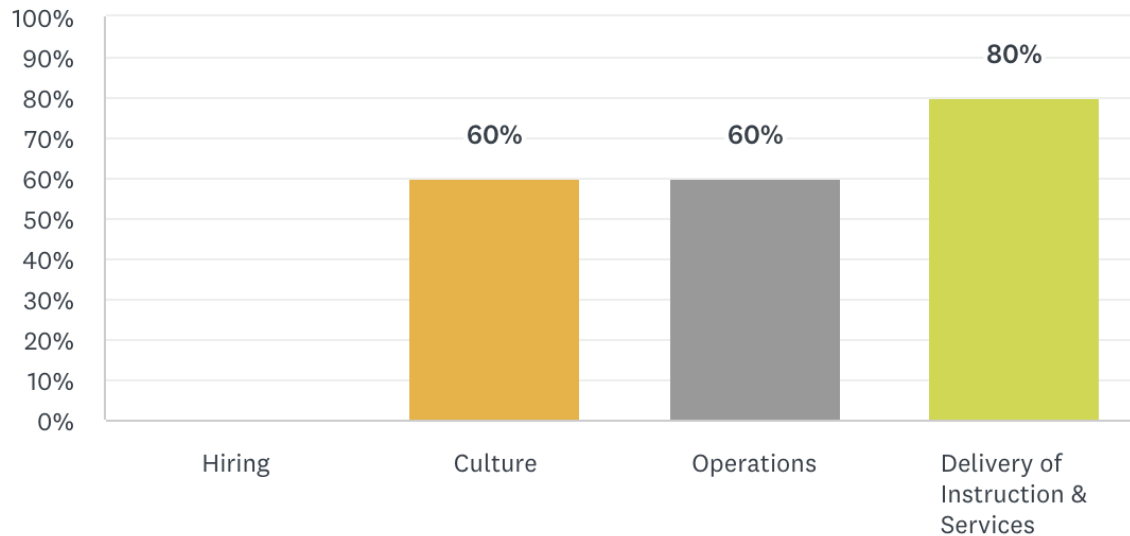
Some Initial Responses – Focus Areas

Q6



Which key areas did your team focus on? (Select all that apply)

Answered: 5 Skipped: 11

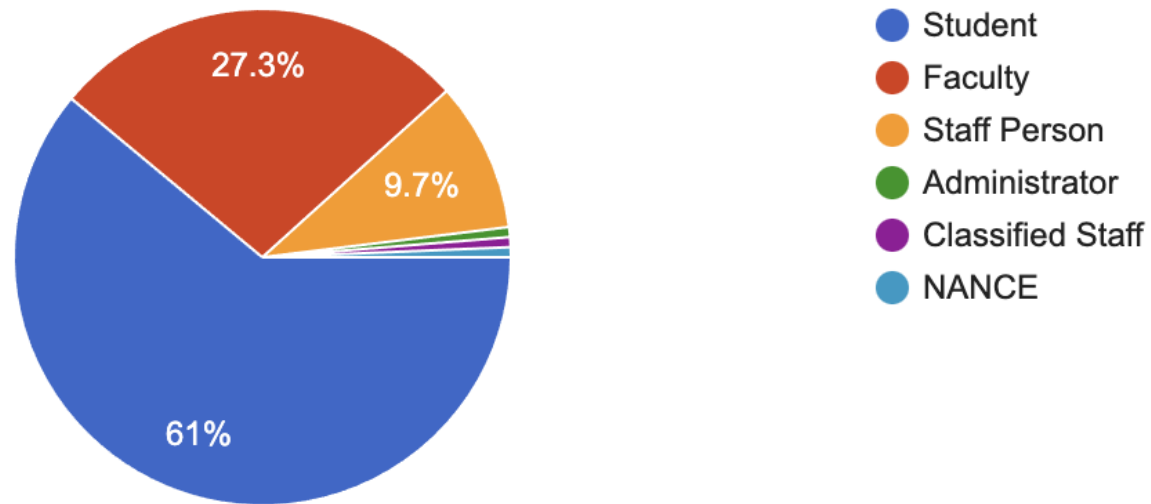


ANSWER CHOICES	RESPONSES	
Hiring	0%	0
Culture	60%	3
Operations	60%	3
Delivery of Instruction & Services	80%	4
Total Respondents: 5		

Student Diversity Club DEI Survey

Representation:

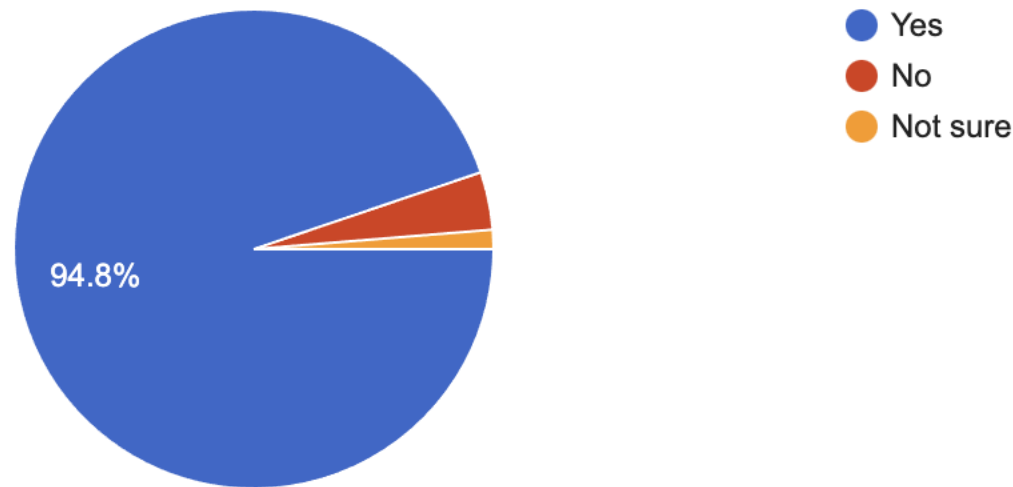
154 responses



Importance of **diversity** on our campus . . .

1. Diversity often means race, ethnicity or tribal affiliation, but also extends well beyond those factors to sexual identity and orientation, religion, income level, [first-generation status](#), cultural background and gender. Do you think it's important for our college to pay attention to these factors to make sure students from all these different groups are well represented, feel included, and are successful?

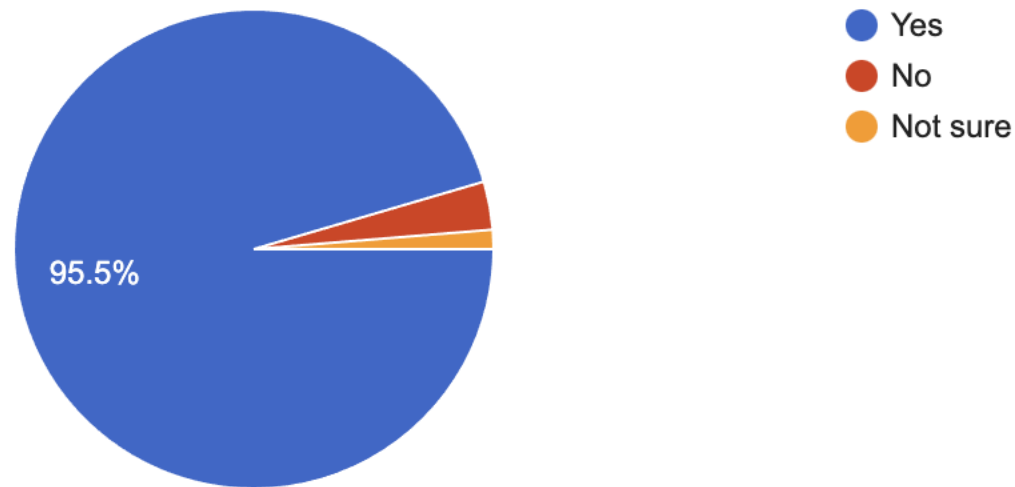
154 responses



Importance of **equity** on our campus . . .

2. Equity is the active process of preventing discrimination by identifying and eliminating or reducing the structural barriers that limit access or prevent full participation by everyone in order to be successful. Do you think it's important for our college to address barriers which might be hampering the success of some of our students?

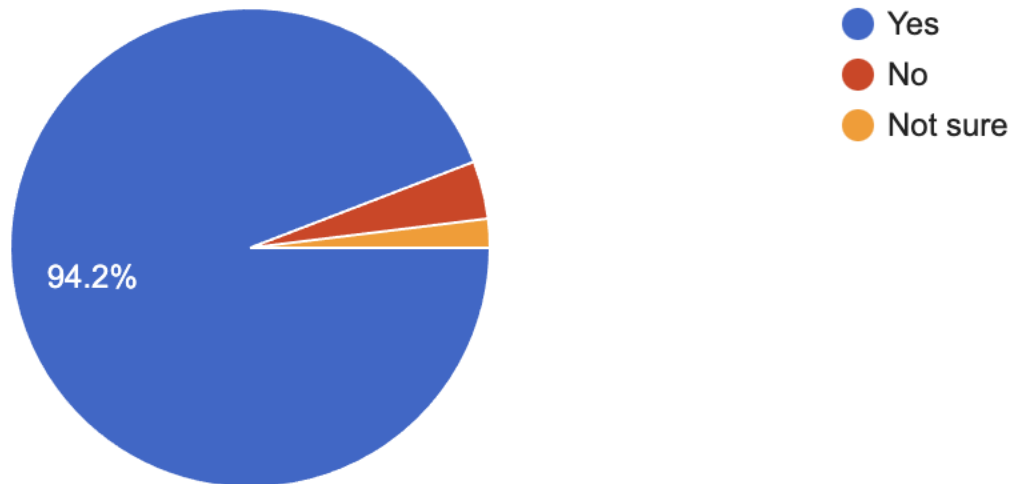
154 responses



Importance of **inclusion** on our campus . . .

3. Inclusion is the intentional act of including difference and creating environments where any individual or group is welcomed, respected, supported, valued, and given the opportunity to participate fully. Do you think it's important for our college to reach out to students and make other efforts to ensure all students feel included on our campus regardless of their race, religion, gender, income, ethnicity, country of origin, sexual identity, or sexual orientation?

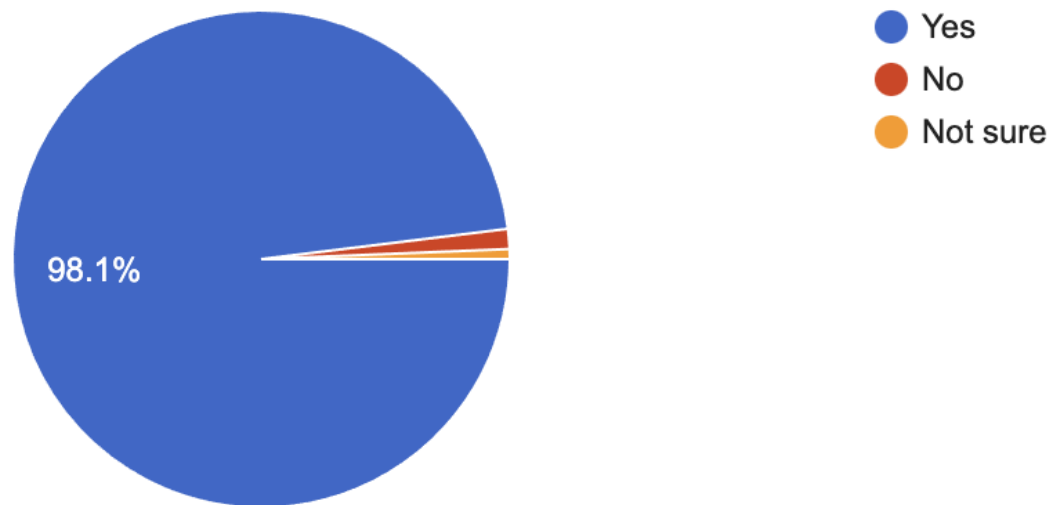
154 responses



Importance of **access** on our campus . . .

4. Access is having the unfettered ability to take full advantage of the resources and opportunities available. This includes, but is not limited to, students with disabilities. Do you think it's important for our college to support policies which help all students take full advantage of educational opportunities and resources?

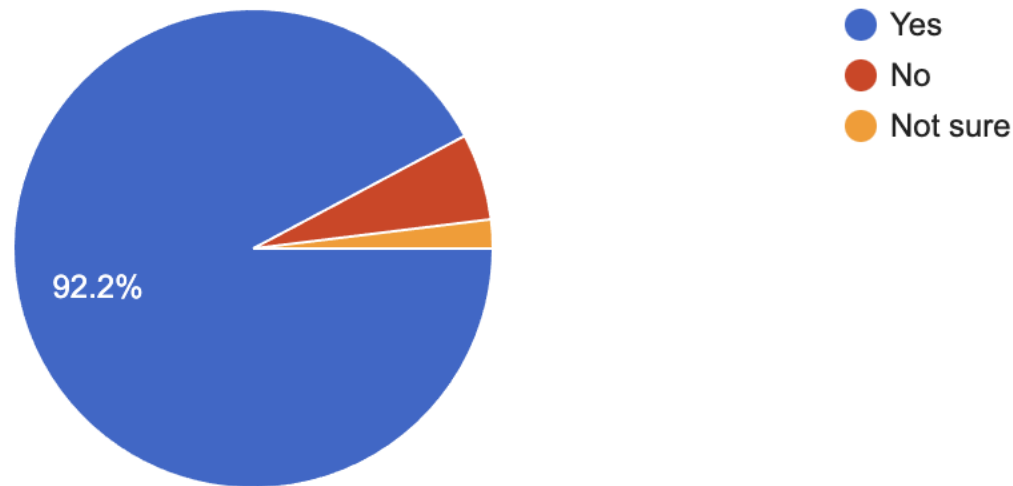
154 responses



Support for DEIA policies, events, or activities on our campus . . .

5. Diversity, Equity, Inclusion & Access are often referred to as DEI or DEIA. Do you support DEI or DEIA policies, events or activities on our campus?

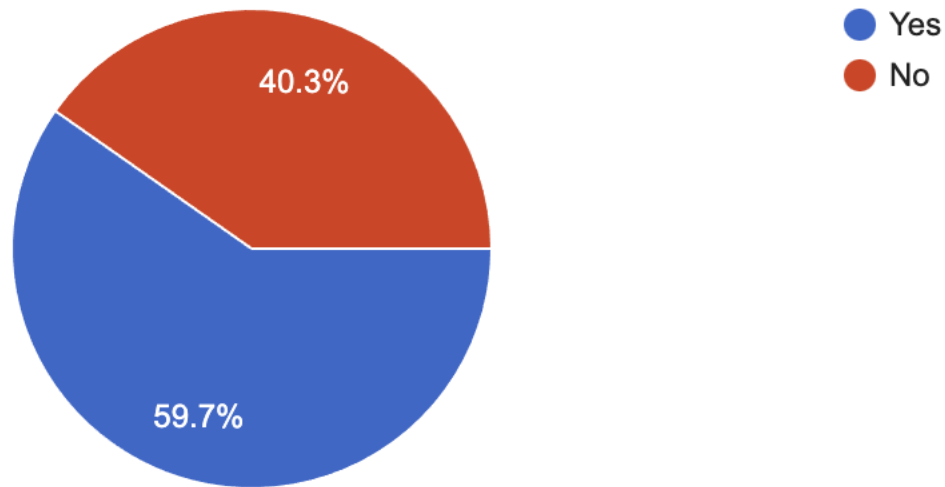
154 responses



Personally impacted by the dismantling of DEIA?

6. Does an attack on DEI (Diversity, Equity & Inclusion) negatively impact you personally?

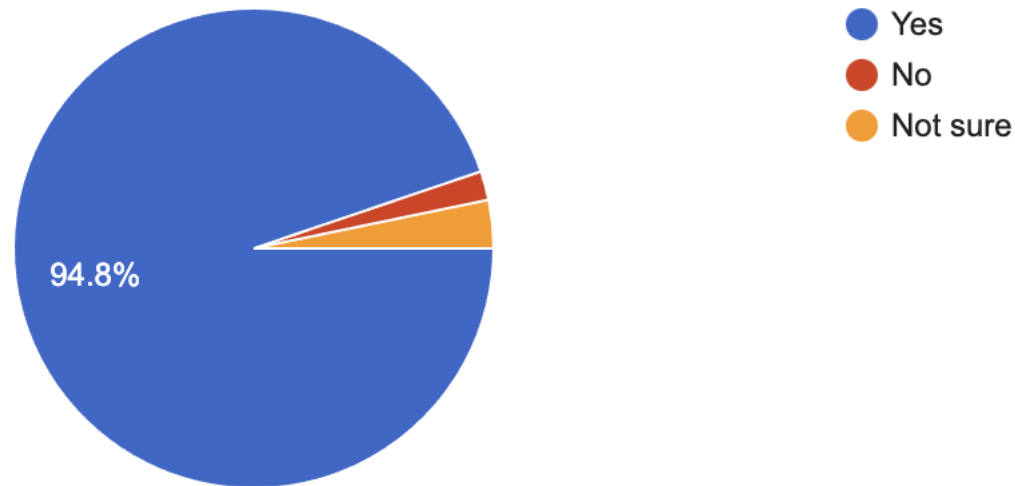
154 responses



Value studying or working with diverse groups. . .

7. Do you value studying and working with people, or living in a community of people from different races, religions, ethnicities, genders, sexual identities, sexual orientations, incomes, cultures or countries of origin?

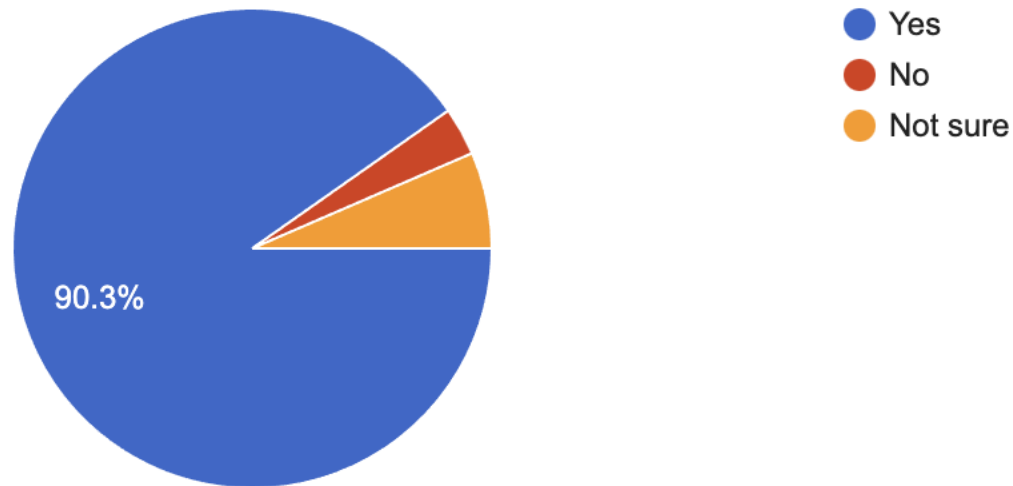
154 responses



Support for diverse representation in government . . .

8. In the political realm, is it important to have people from different races, religions, genders, ethnicities, sexual identities, sexual orientations, and cultures represented in government?

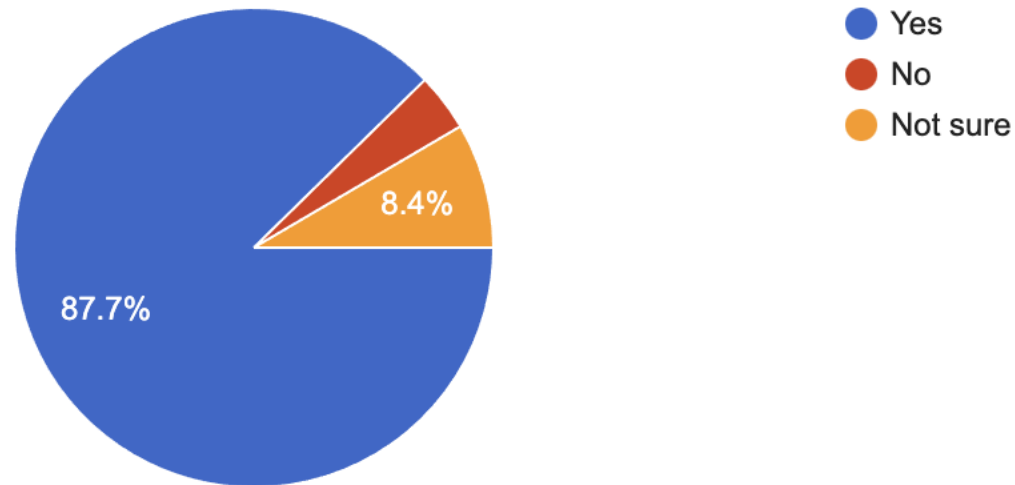
154 responses



Support for recruitment of women in STEM . . .

9. Do you think more women and girls need to be recruited and invited to join science, technology, engineering, and math fields?

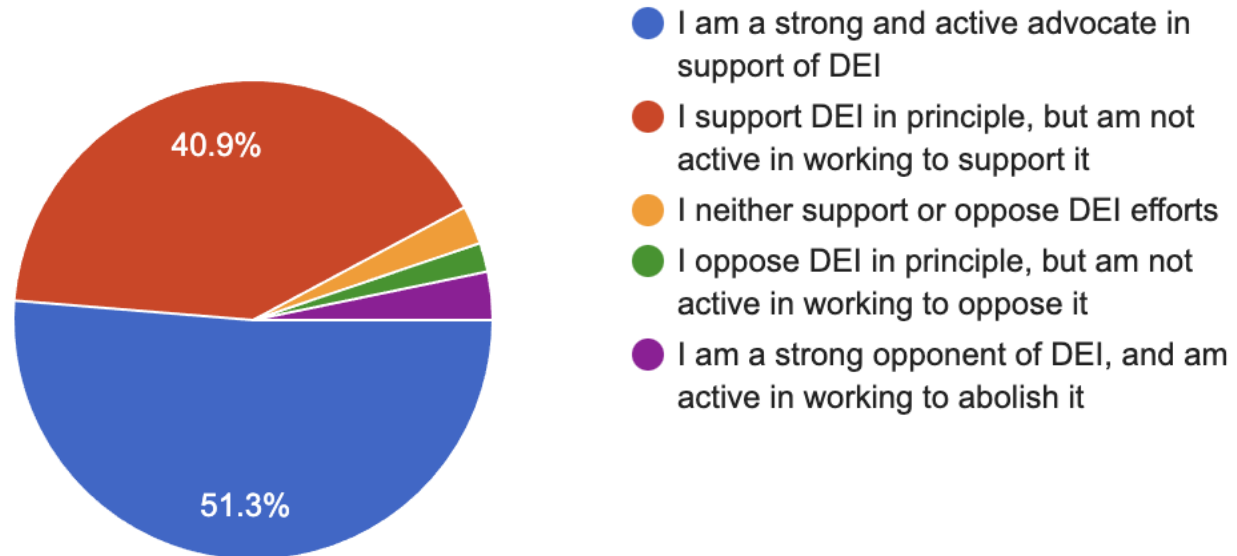
154 responses



Support for taking a stand on DEIA . . .

10. What is your opinion about taking a stand regarding DEI or DEIA.

154 responses



Marketing Subcommittee



- Coordinating the design and acquisition of Diversity marketing materials with positive statements
- Providing Diversity Information tables at campus events with give-a-ways to students

- Working with Associated Students to design a special give-a-way item for Cultural Unity Week
- Future development of a Diversity Media project
- Future development of a Diversity Awards program



Professional Learning Subcommittee

San Diego Mesa College

LAND ACKNOWLEDGEMENT



We, at San Diego Mesa College, acknowledge that the land we occupy is unceded territory of the Kumeyaay people, indigenous to this region from time immemorial.

The Kumeyaay people continue to demonstrate strength in their ability to surmount generational trauma, which started with the injustices of colonization and continues to this day.

The relationship of the Kumeyaay people with the land underlies their strong commitment to protect the land, preserve their heritage, and work for balance and harmony.

This land acknowledgment is our commitment to honor the Kumeyaay people and to establish a relationship with them based on truth and mutual respect.

Professional Learning Subcommittee



- ❖ Develop, coordinate and conduct DEI workshops & trainings
- ❖ Work with LOFT, SET & CEL Committee on DEI FLEX events
- ❖ Collect evaluations from event participants
- ❖ Post DEI educational resources on a variety of multi-media channels
- ❖ Future development of a Cultural Competency /Proficiency Certificate & Degree Program

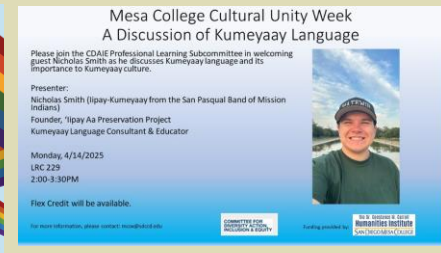
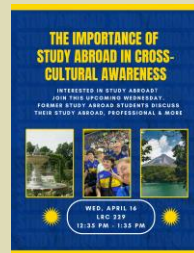
Kumeyaay Restorative Action Plan:

- ❖ Determine what relationships already exist between the Kumeyaay and SDCCD (and with SDICCA)
- ❖ Form an Indigenous People's Committee
- ❖ Invite Kumeyaay speakers to campus to learn about their history, culture & current circumstances (✓)
- ❖ Determine what the Kumeyaay might need if anything or might want to see happen?
- ❖ Develop long-term relationships with Kumeyaay Tribal Elders
- ❖ Host celebrations & events, e.g. Powwow (✓)
- ❖ Raise the Kumeyaay Nation Flag on Indigenous Peoples Day (✓)
- ❖ Expand on our existing indigenous Art Collection
- ❖ Print Posters of the Land Acknowledgement (✓)
- ❖ Install Kumeyaay/Indigenous public art on campus
- ❖ Create/expand a library collection of Indigenous authors (*books & electronic resources*)
- ❖ Develop a Certificate or Degree in Indigenous Studies (Kumeyaay focus) – see Grossmont/Cuyamaca model for Kumeyaay Certificate/Degree

CDAIE Structure

Primary CDAIE Subcommittees

Other Campus Units Participating in CDAIE





COMMITTEE FOR DIVERSITY, ACTION, INCLUSION & EQUITY (CDAIE)



The CDAIE Co-Chair, Profe, Jorge Villalobos