

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

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Presentation for The President's Cabinet,

December 7, 2021

# Our Campus Celebrates the Diversity of our Students!



We Celebrate the *Increasing Diversity* of our Employees!



# We Celebrate Diversity Heritage Days!



- Latino(a) American Heritage Month
- National Deaf Awareness Month
- Asian American/Pacific Islander Heritage Month
- Filipino American History Month
- Irish American Heritage Month
- Italian American Heritage & Culture Month
- German American Heritage Day
- Foster Care Awareness Month
- Learning Disabilities Awareness Month
- Polish American Heritage Month
- LGBTQA Awareness Month
- Native American Heritage Month
- Black History Month
- Women's History Month



# We Celebrate **Diversity** Events & Trainings!

- CalWORKS Events
- Campus TEACH-INS
- Common Grounds Coffee Talks
- Critical Campus Conversations
- Cultural Awareness Week
- Cultural Competency Trainings
- Festival of Colors
- Gracia Molina De Pick Feminist Lecture Series
- NEXT-UP & FAST Scholars Events
- Peer Navigator/CRUISE Events
- The BLACK Forum
- The STAND - Free Food/Clothing
- SafeZone Trainings
- Student REAL TALK Events
- Student VOICES Events



*Gracia Molina de Pick Foundation Donation*



*LOFT Healing Event Event, Nov. 2018*



*Native American Heritage Event, Nov. 2016*

# Mesa College Committee for Diversity Action, Inclusion & Equity

## Members

Administration	Classified	Faculty			Students	Community	Consultants	
<ul style="list-style-type: none"> <li>P. Luster (<i>Ex-Officio</i>)</li> <li>V. Miller</li> </ul>	<ul style="list-style-type: none"> <li>K. Branson</li> <li>C. Grossini-Concha</li> <li>K. Salas</li> <li>B. Terrell</li> </ul>	<ul style="list-style-type: none"> <li>B. Barton</li> <li>M. Brewer</li> <li>J. Carmichael</li> <li>K. Choi</li> <li>A. Damoose</li> <li>S. Gallardo</li> <li>V. Gerace</li> <li>L. Gibbons-Croft</li> <li>M. Harrison</li> <li>E. Higginbotham</li> </ul>	<ul style="list-style-type: none"> <li>C. Huynh</li> <li>C. James</li> <li>J. Johnson</li> <li>G. Kim</li> <li>L. Lira</li> <li>T. Mayasa</li> <li>R. Mongelluzzo</li> <li>T. Nichols</li> <li>E. Onwuchekwa</li> <li>H. Padilla Barajas</li> </ul>	<ul style="list-style-type: none"> <li>C. Perkins</li> <li>W. Ray</li> <li>D. Rogers</li> <li>D. Schoenbrun-Fernandez</li> <li>L. Styles</li> <li>J. Sundayo</li> <li>J. Villalobos</li> <li>L. Wade</li> </ul>	<ul style="list-style-type: none"> <li>T. Carpenter</li> <li>A. Hawkins</li> <li>W. Hersh</li> </ul>	<ul style="list-style-type: none"> <li>O. Puentes-Reynolds</li> <li>T. Starck</li> <li>L. Wood</li> </ul>	<ul style="list-style-type: none"> <li>J. Arias</li> <li>A. Avila</li> <li>A. Buul</li> <li>B. Herrin</li> <li>G. Johnson</li> <li>J. Kearns</li> <li>C. Lopez</li> </ul>	<ul style="list-style-type: none"> <li>L. Maxey</li> <li>R. Rodriguez</li> <li>M. Temple</li> <li>P. Vang</li> <li>P. Vargas</li> <li>M. Velez</li> <li>M. Zeledon</li> </ul>

## 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

- Students, faculty & staff feel supported, comfortable & included on campus
- Our campus strives toward cultural awareness, proficiency & practice individually & institutionally
- Students, faculty and staff actively include each other in all aspects of the campus community
- Diversity & inclusion are embedded into the fabric of the college, including the structure, the curriculum & research
- Our campus community (*students, faculty and staff*) are reflective of the larger community in terms of diversity measures

## Mission

- 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
- Hosting Professional Learning Workshops (*Including Flex Events*)
- Hosting Films /Discussions
- Providing Trainings (*e.g. SafeZone*)
- Supporting Student Diversity Club Activities
- Supporting Students, Faculty & Staff Events
- Overseeing Diversity Website
- Providing a Listing of Diversity Resources
- Advocating for CDAIE at Institutional Level

## GOALS

- To Support a Safe, Comfortable & Harmonious Campus Environment for Students, Faculty & Staff
- To Promote the Awareness & 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

## EVENTS

- Annual Welcome Week Table (Fall)**
- Annual Cultural Unity Week (Spring)**
- Participation in Celebrations:**
  - Asian Pacific Islander Heritage Month
  - Black History Month
  - Disability Awareness Month
  - Filipino American History Month
  - Gracia Molina de Pick Lectures
  - Hispanic Heritage Month
  - LGBT Pride Parade
  - Martin Luther King Parade
  - Native American History Month
  - Women's History Month
- Other Heritage Month Celebrations**

OBJECTIVES (See Year Specific)

# CDAIE Structure

*Primary CDAIE Subcommittees*



Organizational  
Subcommittee

Marketing  
Subcommittee

Professional  
Learning  
Subcommittee

*Other Campus Committees Housed Under CDAIE*



Fine & Performing  
Arts Committee

Women's Study  
Committee

LGBTQ+ Taskforce



Asian Pacific  
American Islander  
Committee

International  
Education  
Committee

Other Cultural  
Committees?

# Organizational Subcommittee



- ❖ Managing the Mesa College Diversity Website
- ❖ Collaborating with the A.S., Diversity Club, Student Affairs, LRC, LOFT, CEL, SET, Climate Committee
- ❖ 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/>



- ❖ Submitting the Mesa College EEO Report to the District for inclusion in the District's Annual EEO Report to the State

# Marketing Subcommittee

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- 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

■ Currently working on ordering t-shirts and masks with positive diversity messages for a return to campus in spring

■ Future development of a Diversity Media project

■ Future development of a Diversity Awards program



# Personal/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

## CURRENT UNDERTAKING - Restorative Action Plan: A Social Justice Land Acknowledgement Subcommittee Ideas Include:

- ❖ Determine what relationships already exist between the Kumeyaay and SDCCD (and with SDICCA)
- ❖ Form an Indigenous People's Committee
- ❖ Learn about the Kumeyaay, including 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. Speaker Series*
- ❖ Raise the Kumeyaay Nation Flag on Indigenous Peoples Day
- ❖ Expand on our existing indigenous Art Collection
- ❖ Install banners on campus
- ❖ 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



# LGBTQ+ Taskforce

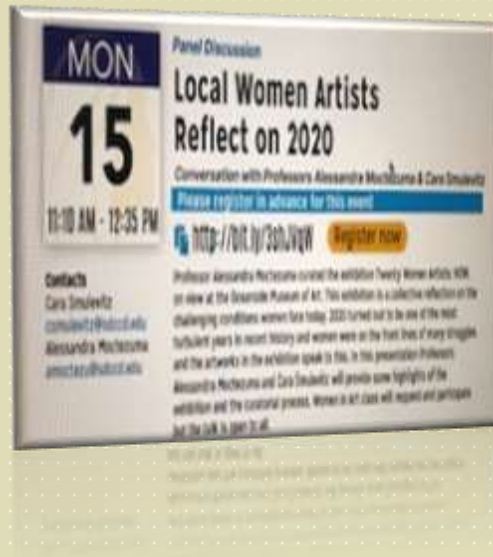


- Identifying and Publicizing Gender Neutral Restrooms on Campus
  - SafeZone Training of Faculty/Staff/Students
- AB 620 LGBTQ+ point person legislation
- LGBTQ+ Celebration week (held in OCT '19)
- LGBTQ+ Graduation Ceremony (was planned for SP '20; on hold)
- Mesa Gender-Sexuality Alliance (GSA) Student Club
- Mesa Pride Gear - All proceeds to the LGBTQ+ Inclusivity & Equity Fund & the Dr. Kevin Branson LGBTQ+ Scholarship
- Worked with Communications to update Mesa Pride graphics for use on signage, digital & merchandise (T-shirts, hats)
- Planning for future LGBTQ+ Pride Resource Center (Coming in 2022)

## TASK FORCE MEMBERS

Dr. Kevin Branson  
 Dr. Mary Gwin  
 Dr. Michael Harrison  
 Dr. Bridget Herrin  
 Dr. Gloria Kim  
 Adjunct Counselor Lucio Lira  
 Dr. Bryan Malinis  
 Dr. Jorge Villalobos

# Woman's Study Committee



- Planning for Woman's History Month Events
- Advocating for the Expansion of Women's Studies on campus
- Advocating for a Women's Resource Center on campus

- Advocating for Lactation spaces that meet the needs of students, faculty & staff and are up to code
- Interdisciplinary collaborations for Events that celebrate Women & their work



# Fine and Performing Arts Committee (FPAC)

- Persevered through online instruction
- Solidified cross-campus collaborations
- Engaged students with opportunity for personal expression, growth & success
- Grant supported
- New Leadership – Motaleb, Ye



Dear 2020



# Asian Pacific American Islander Committee

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🌸 Advocating for & supporting the KAPWA Learning Community

🌸 Interdisciplinary collaborations for Events that celebrate Asians & their work

- 🌸 Planning for Asian Pacific American Islander Heritage Month events
- 🌸 Advocating for the expansion of Asian Studies on campus



# International Education Committee



- Hosting Annual International Education Week events
- Planning for Study Abroad
- Study Abroad Proposals to teach in Intercession 2023 or Spring 2023 are due Feb. 4<sup>th</sup> 2022!



Dora Schoenbrun-Fernandez  
Spanish Professor  
International Education Coordinator  
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# At Mesa, **Diversity** is about . . .



**We are Mesa!**

- Acknowledging Our Similarities & Our Differences
- Celebrating Who We Are
- Confronting Our Biases
- Working To Dispel Myths & Lies
- Demonstrating Respect & Civility
- Learning From Each Other
- Becoming Active & Inclusive in Our Language & in Our Choices
- Helping to Bring About Necessary Systemic Changes
- Helping Each Other to Succeed

*Thanks for being the change you want to see in  
this world!*