

# The House that Diversity Built

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at San Diego Mesa College  
CDAIE presentation to  
The President's Cabinet  
4-16-24



# Land Acknowledgement



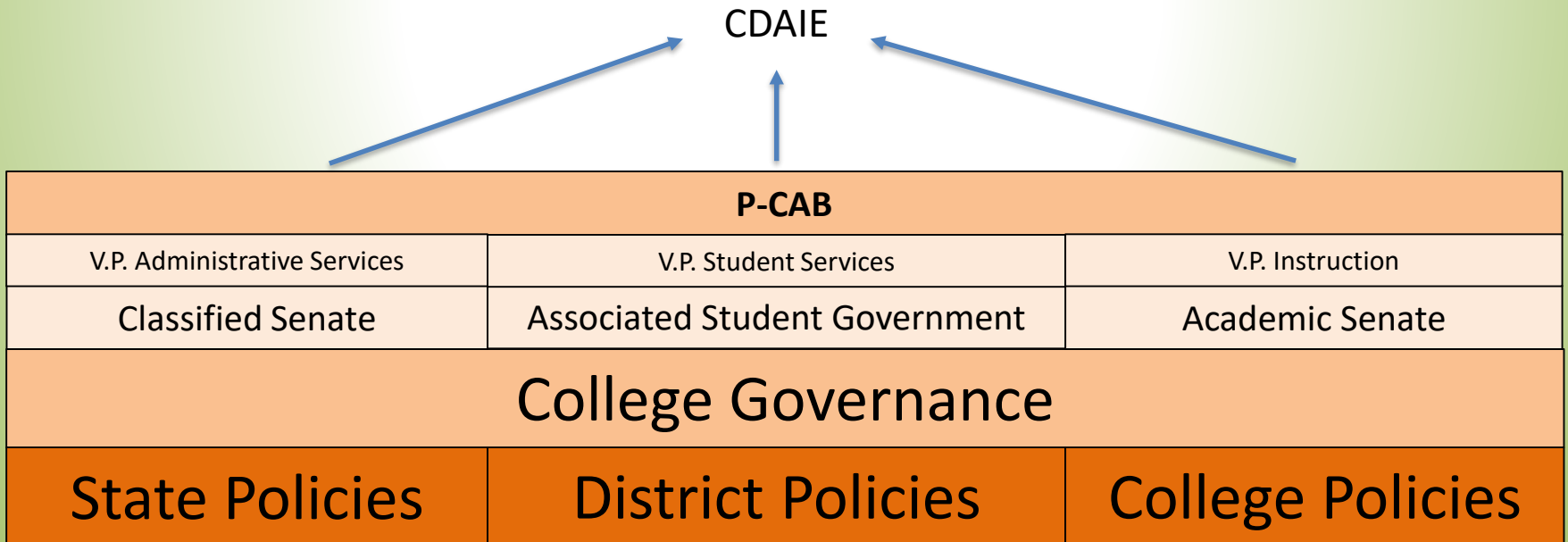
**We, at San Diego Mesa College, acknowledge that the land we occupy is unceded territory of the Kumeyaay people, indigenous to this region from time immemorial.**

**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.**

# Laying the Foundation



# Mesa College Committee for Diversity Action, Inclusion & Equity

## Members

Administration	Classified	Faculty				Students / Community	Consultants
<ul style="list-style-type: none"> <li>A. Hands (<i>Ex-Officio</i>)</li> <li>V. Miller</li> <li>J. Carmichael</li> </ul>	<ul style="list-style-type: none"> <li>K. Branson</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>K. Choi</li> <li>M. Cox</li> <li>A. Damoose</li> <li>S. Gallardo</li> <li>V. Gerace</li> </ul>	<ul style="list-style-type: none"> <li>M. Harrison</li> <li>E. Higginbotham</li> <li>C. Huynh</li> <li>C. James</li> <li>C. Katungi</li> <li>G. Kim</li> <li>L. Lira</li> <li>T. Mayasa</li> </ul>	<ul style="list-style-type: none"> <li>T. Nichols</li> <li>E. Jonah</li> <li>H. Padilla Barajas</li> <li>C. Perkins</li> <li>W. Ray</li> <li>D. Rogers</li> <li>L. Simpliciano</li> </ul>	<ul style="list-style-type: none"> <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>S. Abraha</li> <li>T. Carpenter</li> <li>L. Mendez</li> <li>O. Puentes-Reynolds</li> <li>T. Starck</li> <li>T. Tauer</li> <li>A. Villagracia</li> </ul>	<ul style="list-style-type: none"> <li>J. Arias</li> <li>A. Avila</li> <li>A. Buul</li> <li>A. Crakes</li> <li>L. Diaz</li> <li>H. Hoang</li> <li>G. Johnson</li> <li>J. Johnson</li> <li>J. Kearns</li> <li>C. Lopez</li> <li>L. Maxey</li> <li>J. Nash</li> <li>R. Rodriguez</li> <li>A. Saleh</li> <li>R. Sojourner</li> <li>M. Temple</li> <li>P. Vang</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

- 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

- 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 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 Listing of Diversity Resources
- 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, 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, in concert with strategic plan
- 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**  
*Festival of Colors* (*Spring*)
- Participation in Celebrations:**
  - Asian Pacific American Heritage Month
  - Black History Month
  - Disability Awareness Month
  - Gracia Molina de Pick Lectures
  - Hispanic Heritage Month
  - LGBT Pride Parade
  - Martin Luther King Parade
  - Women's History Month
- Other DEIA Celebrations**

OBJECTIVES (*See Year Specific*)



# Mesa College Diversity Committee (CDAIE)

Working List of Objectives – 2023-24

## Organizational

- ☒ 1. Expand Membership of the Diversity Committee to be More Reflective of the Student Body
- ☒ 2. Refine Diversity Committee Values, Vision, Mission & Goals
- ☒ 3. Set Committee Objectives
- ☐ 4. Apply for Grants to Fund Activities & Events / Establish a Budget
- ☐ 5. **Oversee Committee Efforts** in Marketing, Website Improvement & Personal/Professional Development (*ongoing*)
- ☐ 6. **Establish Liaisons** w/individuals or groups on/off-campus supporting Diversity, Equity, Inclusion & Success (*ongoing*)
- ☐ 7. **Oversee and advise the Student Diversity Club** & Provide a Table During Club Rush Week (*ongoing*)
- ☐ 8. **Establish Channels for Regular Communication** to all Constituents (*Canvas Shell; Google Site; ongoing*)
- ☐ 9. **Establish Direction and Scope of Research** in Concert with Equity Initiatives (*e.g. CCC Diversity Org.; 13 Pt. Plan*)
- ☐ 10. **Analyze, Advise & Develop Action Plans** Integrating Research Results, e.g., Campus Climate Survey (*ongoing*)
- ☒ 11. **Submit Update for District EEO Plan** (*annual*)

### Persons Responsible

1. Judy
2. Waverly
3. Vickie
4. Edeama
5. Denise
6. Blythe
7. Claudia

## Marketing/Improving the Campus Environment

- ☒ 1. Develop a Marketing & Campus Climate Improvement Plan
- ☒ 2. Develop Diversity Committee Rack Card & Distribute
- ☒ 3. Market Diversity Themes via Student Giveaways
- ☒ 4. Order Posters & T-Shirts with Positive Cultural Unity themes
- ☒ 5. Collaborate with Student Affairs to **Launch the "Mesa College Serenity Space"** (*14-403 set up & operational, fall 2018*)
- ☒ 6. **The Pride Center Grand Opening**
- ☐ 7. Advocate for & Disseminate Information on Mesa College **Lactation rooms and spaces**
- ☐ 8. **Design and Prepare a short Diversity Media Presentation** for use at Dept., School or Senate Meetings
- ☐ 9. **Develop a Diversity Awards Program** recognizing those who have supported diversity on our campus
- ☐ 10. **Create Multiple, Ongoing Communication Methods to Advance CDAIE's Mission** --*Diversity News Briefs, etc. (ongoing)*

1. Waverly
2. Claudia
3. Vickie
4. Kevin
5. Gloria
6. Michael B.
7. Lauren
8. Alison
9. Cathy
10. Judy

## Personal/Professional Learning

- ☒ 1. **Design a Diversity Development Plan for Employees Based on CDAIE Goals** (*See 13 Pt. Plan*)
- ☒ 2. **Develop a Land Acknowledgement** for use at all campus events/meetings
- ☐ 3. Implement Kumeyaay Restorative Action Plans (**Host a Pow Wow on campus**)
- ☐ 4. Provide an Informational Table during Student Welcome Week, Summer Cruise, etc.
- ☐ 5. Develop, Coordinate, Conduct Diversity Workshops, **Cultural Competency Trainings, Flex & Other Events** (*ongoing*)
- ☐ 6. **Conduct SafeZone Trainings** on campus (*ongoing*)
- ☐ 7. **Conduct Cultural Unity Week activities, including Festival of Colors** (*ongoing*)
- ☐ 8. Obtain Feedback/Evaluation at all Presentations, Trainings, Workshops & Use to Improve (*ongoing*)
- ☐ 9. Develop a Certificate Program and an Associate Degree Program in Cultural Competency/Proficiency

1. Edeama
2. Veronica
3. Michael H.
4. Gloria
5. Kevin
6. Denise
7. Leslie
8. Thekimah
9. Sakeenah
10. Jorge
11. Tanis
12. Hannah
13. Jennifer
14. Travis
15. Afrah
16. Olivia
17. Judy

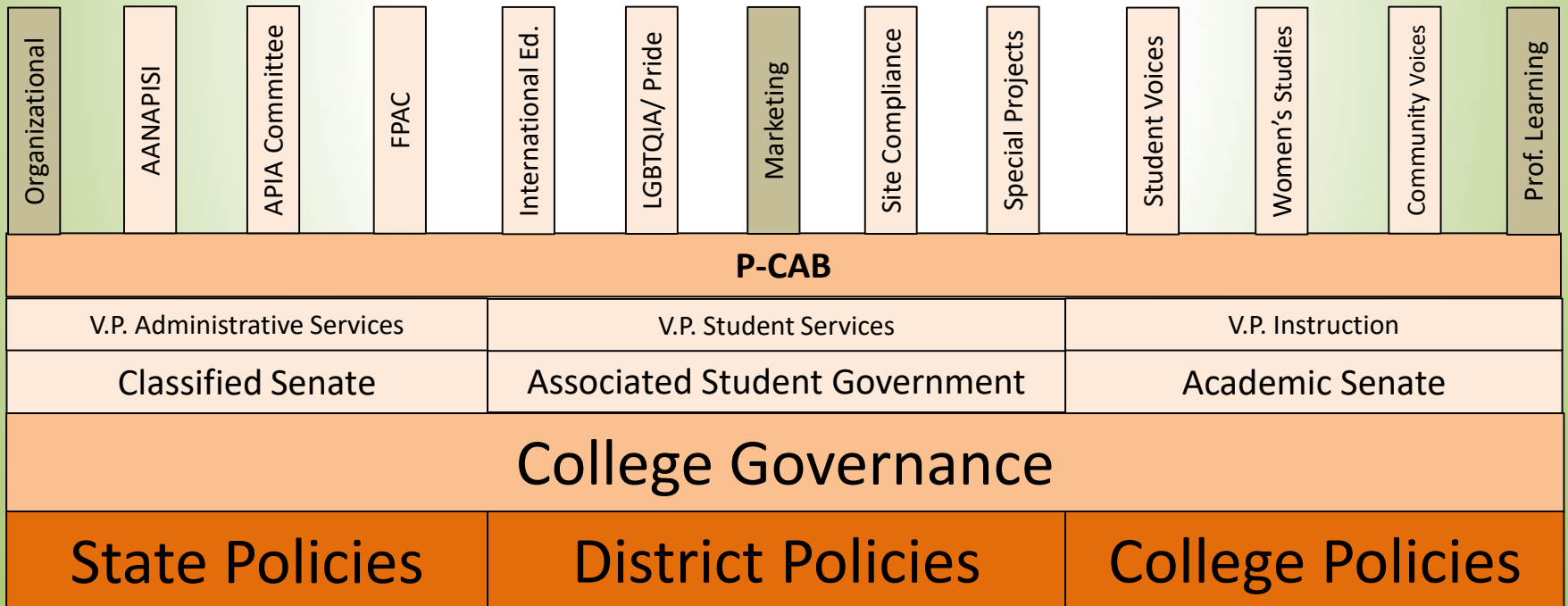


# Subcommittees

- Organizational
- Marketing
- Personal/Professional Learning
- AANAPISI
- Asian Pacific Islander American Committee
- Community Voices
- Disability Support Programs & Services (DSPS)
- Fine & Performing Arts Committee
- International Education
- LGBTQIA/ Pride Center
- Site Compliance
- Special Projects
- Student Voices
- Women's Studies Advisory Committee

# Raising the Walls

CDAIE



# Making Key Installations

Communication					Trainings					Advocacy					Collaboration									
CDAIE Membership Diversity Website Diversity News Briefs Annual Cultural Events Calendar Annual Festival of Colors Reports to Academic Senate Reports to PCAB Reports to CDAC Student Events: Welcome/Club Rush					SafeZone Trainings Cultural Competency Trainings Civil Discourse Trainings Story-Scope Training Respect in the Workplace Trainings DEIA Discussion Guide Workshop Peace Education Program					Serenity Space Pride Center Women’s Resource Center Family Resource Center Lactation Spaces All-Gender Restrooms Black Resource & Cultural Center Land Acknowledgement Kumeyaay Flag Raising					Student Success & Equity Student Affairs LOFT Institutional Effectiveness Student Diversity Club Student Health Services KAPWA, PUENTE, UMOJA District CDAC, Journal Club Black Student Success Committee									
					CDAIE																			
Organizational		AANAPISI		APIA Committee		FPAC		International Ed.		LGBTQIA/ Pride		Marketing		Site Compliance		Special Projects		Student Voices		Women’s Studies		Community Voices		Prof. Learning
P-CAB																								
V.P. Administrative Services								V.P. Student Services								V.P. Instruction								
Classified Senate								Associated Student Government								Academic Senate								
College Governance																								
State Policies								District Policies								College Policies								



# Raising

# the Roof

**Research,  
Review & Evaluation**

**13 Point Plan/ Mesa 20/30**

Communication					Trainings					Advocacy					Collaboration									
CDAIE Membership Diversity Website Diversity News Briefs Cultural Events Calendar Reports to Academic Senate Reports to PCAB Reports to CDAC Student Welcome, Club Rush					SafeZone Trainings Cultural Competency Trainings Civil Discourse Trainings Story-Scope Training Respect in the Workplace Trainings DEIA Discussion Guide Workshop Peace Education Program					Serenity Space Pride Center Women’s Resource Center Family Resource Center Lactation Spaces All-Gender Restrooms Black Resource & Cultural Center Land Acknowledgement Kumeyaay Flag Raising					Student Success & Equity Student Affairs LOFT Institutional Effectiveness Student Diversity Committee District CDAC District Communications Office District Journal Club Black Student Success Committee									
CDAIE																								
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V.P. Administrative Services								V.P. Student Services								V.P. Instruction								
Classified Senate								Associated Student Government								Academic Senate								
College Governance																								
State Policies								District Policies								College Policies								

**"Diversity is the mix.  
Inclusion is making the mix work." ~Andres Tapia**



*We all live together in this house of diversity.  
Thank you for helping to build and maintain it!*