

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

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Presentation for The President's Cabinet,

March 21, 2023

# 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 & Trainings!

- Cal WORKS Events
- Campus TEACH-INS
- **Civil Dialogue Training**
- Common Grounds Coffee Talks
- **Critical Campus Conversations**
- **Cultural Awareness Week**
- **Cultural Competency Trainings**
- Disability Services Workshops
- **Festival of Colors**
- Gracia Molina De Pick Feminist Lecture Series
- LOFT Faculty Inquiry Groups
- LOFT Course Re-design Institutes
- NEXT-UP & FAST Scholars Events
- Peer Navigator/CRUISE Events
- The BLACK Forum
- The STAND - Free Food/Clothing
- **SafeZone Trainings**
- Student Health Services *Rise Up*
- Student Health Services *Mesa CARES*
- Student REAL TALK Events
- **Student VOICES Events**
- Veterans Pancake Breakfast



*Gracia Molina de Pick Foundation Donation*



*LOFT Healing Event Event, Nov. 2018*



*Native American Heritage Event, Nov. 2016*

# We Support Safe, Diverse & Inclusive Spaces on Campus!



SAN DIEGO MESA COLLEGE

## The Serenity Space

A place for meditation, prayer, reflection, relaxation and tranquility.

**NOW OPEN!**

MONDAY-THURSDAY 10AM-4PM  
FRIDAY 9AM-3PM  
STUDENT SERVICES BUILDING 20-404

FOR MORE INFORMATION, CONTACT STUDENT SERVICES 619-594-3099



"A SENSE OF SAFETY & BELONGING."



**JOIN THE CONVERSATION**

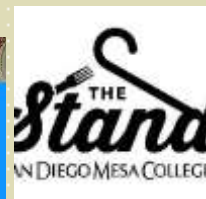
WEDNESDAY, AVANZA ENGAGEMENT CENTER 205 | 10:00AM - 12:00PM & 2:00PM - 5:00PM  
Meets and networks with the LGBTQ+ Community on Campus  
Come and enjoy "San Diego's own craft" (brewed bread and coffee)

**LATIN X ALLIANCE**  
This event is open to everyone.

PLEASE SHARE THIS EVENT WITH STUDENTS.

San Diego Mesa College | 1110 Camino del Rio South, Building 200B  
Have Your Voice Heard | Network | Build Connections

For questions contact Prof. Maria José Zamboni-Pérez at mzamboni@sdmc.edu



# 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>L. Tsao</li> </ul>	<ul style="list-style-type: none"> <li>B. Barton</li> <li>M. Brewer</li> <li>K. Choi</li> <li>A. Damoose</li> <li>R. Fremland</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> </ul>	<ul style="list-style-type: none"> <li>T. Mayasa</li> <li>T. Nichols</li> <li>E. Onwucheckwa</li> <li>H. Padilla Barajas</li> <li>C. Perkins</li> <li>W. Ray</li> <li>D. Rogers</li> </ul>	<ul style="list-style-type: none"> <li>D. Schoenbrun-Fernandez</li> <li>L. Simpliciano</li> <li>L. Styles</li> <li>R. Sojourner</li> <li>J. Sundayo</li> <li>J. Villalobos</li> <li>L. Wade</li> </ul>	<ul style="list-style-type: none"> <li>S. Ayelew</li> <li>M. Fazel</li> <li>S. Fazel</li> <li>X. Hunt</li> <li>S. Lopez-Orraca</li> <li>T. Slaiby</li> <li>A. Saleh</li> <li>R. Bolden</li> <li>T. Carpenter</li> <li>O. Puentes-Reynolds</li> <li>T. Starck</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>G. Johnson</li> <li>J. Johnson</li> <li>J. Kearns</li> <li>C. Lopez</li> <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>L. Woods</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

OBJECTIVES (*See Year Specific*)

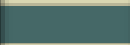
## EVENTS

- 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 DEI Celebrations**

# CDAIE Structure

*Primary CDAIE Subcommittees*

*Other Campus Committees Housed Under CDAIE*





# 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

# Marketing Subcommittee

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- Currently working on ordering tote bags with positive diversity message for Cultural Unity Week
- Future development of a Diversity Media project
- Future development of a Diversity Awards program

- 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



# Marketing Subcommittee



Random Acts of Kindness

## CDAIE MARKETING CHOOSE LOVE.

### Partnerships

- CDAIE
- Associated Students
- Student Affairs



# 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



## **San Diego Mesa College Land Acknowledgement** *(Draft2)*

We, at San Diego Mesa College, acknowledge that the land, which we occupy, is unceded ancestral territory of the Kumeyaay (KOOM-yai) people, indigenous to this region for thousands of years.

We recognize the Kumeyaay have suffered an immense loss of their people, culture, lands, water, and other natural resources, due to theft, murder, kidnapping, and enslavement. These injustices started with colonization, and most Indigenous people consider colonialization a current and ongoing process.

The Kumeyaay view this land as a source of healing, nourishment, and protection. Their relationship with the land is one of mutual support and underlies their strong commitment to protect the land, preserve their heritage, and work for harmony and balance in all of creation.

As students, faculty, staff and alumni of San Diego Mesa College, we honor the Kumeyaay by acknowledging their legacy and current lived experiences. We view this land acknowledgment as a commitment to our educational mandate and a starting point towards creating purposeful and respectful relationships with the Kumeyaay people.

# 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 October)*
- LGBTQ+ Graduation Ceremony
- 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)*
- **GRAND OPENING of Pride Center!!!!!!**  
*(February 2023)*



## 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 Advisory 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



# Women's Studies Advisory Committee

## *Addressing the Need for a* **Women's Resource Center**

- Fits perfectly with our mission of being the leading college of equity and excellence.
- Equity in education = addressing inequalities that arise from gender, race, and class.
- Central location where programs for female empowerment in the classroom can be planned and executed.
- Central resource for San Diego Mesa College community members about EEO, Title IV, equal pay, women's health, on-campus safety, dealing with sexism and micro aggressions, being a full-time student and mother/ wife/ daughter/ caretaker, etc.
- Existing centers at SDSU, USD, UCSD, CSU San Marcos used as a model.
- Needs: Assistance finding resources.





# Fine and Performing Arts Committee (FPAC)



**Dramatic Arts**

- Speaker Series – Arts & ...
  - Sustainability, Technology, Science, Social Justice
  - F23 – Arts and Spirituality
- Growing cross-campus collaborations
- Supporting students with opportunity for personal expression, growth & success
- Grant supported
- Increased engagement with in-person performances and workshops



**Mesa Gallery**



**Fashion**



**Dance**



**Music**

# Asian Pacific American Islander Committee

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

- FIRST CWA SPRING EVENT FEATURING POWERFUL WOMXN, OUR OWN DEAN CRAKES

CULTURAL UNITY WEEK  
POETRY WITH SD POET LAUREATE  
COLLAB WITH PUENTE & UMOJA

2<sup>ND</sup> ANNUAL ASIAN AMERICAN PACIFIC ISLANDER RECOGNITION CEREMONY

# International Education Committee

- Hosting Annual International Education Week events
- Collaborations with U. Autonoma de Chiapas - [COIL](#)
- [Planning for Study Abroad](#)
- Proposals to Teach by April 4<sup>th</sup> for next January or Summer Abroad
- Study Abroad Fashion & Art in [Florence, Italy](#) Summer of 2023



Dora Schoenbrun-Fernandez  
Spanish Professor  
International Education Coordinator  
x2228 or [dschoenb@sdccd.edu](mailto:dschoenb@sdccd.edu)

# Student Diversity Club



- Hosting Information Tables
- Organizing Holiday Display in LRC
- Assisting with Cultural Unity Week
- Collaborating with other Clubs to Support Diversity Activities



# At Mesa, Diversity is about . . .

- 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



***We are Mesa!***

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