

Mesa College Diversity Committee (CDAIE)

Working List of Objectives - 2018-19

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. **Establish Channels for Regular Communication** to all Constituents *(ongoing)*
- 8. **Establish Direction and Scope of Research** in Concert with Equity Initiatives *(ongoing)*
- 9. **Analyze, Advise & Develop Action Plans** Integrating Research Results, e.g., Campus Climate Survey *(ongoing)*

Persons Responsible

1. Judy
2. Olivia
3. Waverly
4. Charlotta

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. Launch Mesa **"Lactation Room"** to support students, faculty and staff who are nursing mothers
- 7. **Design and Prepare a short Diversity Media Presentation** for use at Dept., School or Senate Meetings
- 8. **Develop a Diversity Awards Program** recognizing those who have supported diversity on our campus
- 9. **Create Multiple, Ongoing Communication Methods to Advance CDAIE's Mission** --Diversity News Briefs, including Tips via E-Mail, Social Media, Campus Articles/Community Print & online Media, Heritage Days & Equity Rights Event Notices *(ongoing)*
- 10. **Update Diversity Website/with** Improved Relevance, Placement & Better Access from Mesa Website *(ongoing)*

1. Waverly
2. Claudia
3. Brandon
4. Kim
5. Judy
6. Sue
7. Ryan
8. Michael B.
9. Jennifer
10. Maliha
11. Harley
12. Gloria
13. Lauren

Personal/Professional Development Activities

- 1. **Design a Diversity Development Plan for Employees Based on CDAIE Goals**
- 2. Provide an Informational Table during each Student Welcome Week *(ongoing)*
- 3. Provide FLEX Workshops for Faculty, Staff, Students and Community Partners *(ongoing)*
- 4. Develop, Coordinate & Conduct Diversity Workshops, **Cultural Competency Trainings & Other Events** *(ongoing)*
- 5. **Conduct SafeZone Trainings** on campus *(ongoing)*
- 6. **Conduct Cultural Unity Week, including Festival of Colors** *(ongoing)*
- 7. **Oversee and advise the Student Diversity Club** & Provide a Table During Club Rush Week *(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. Michael H.
2. Gloria
3. Kevin
4. Charlotta
5. Denise
6. Olivia
7. Sue
8. Leslie
9. Thekimah
10. Sakeenah
11. Lauren
12. Jorge