

SAN DIEGO MESA COLLEGE



Committee for Diversity, Action, Inclusion and Equity

(CDAIE)

Meeting Minutes

Friday Nov. 3, 2017

VPSS Conference Room, 4th floor I400 Bldg, 9:00-11:00 a.m.

In Attendance: Sue, Peter, Michael H, Kevin, Kim, Jen, Leslie, Michael B, Charlotta, Gity, Sierra, Jorge, Lauren, Brandon, Denise, Gloria

Video: Oz Sanchez

Comments: Leslie: Why is he coming here? Purpose?

Michael B: Don't know enough

Michael H: What is the objective?

Sierra: Diversity club: FB is up, Actively recruiting members, Preparing to be active again in Spring, diversitymesa@gmail.com

CDAIE Video Update: Ryan not present

Smile of the Month: Kim working on one, Brandon said he submitted info to Judy.

Kevin asked what "Smile of the month" was. Kim & Brandon responded it's to recognize someone being friendly and open on campus

Leslie: Deaf Friendship Day: small even at beginning of year. Working on title and theme.

Charlotta asked when is it scheduled. Would like to give vendors a date.

Leslie: March 7, Wednesday, be nice to have deaf-owned vendors so individuals can see this.

Sue: says looking for arts & crafts

Jorge: Emerging Voices: Honors Class how gay men of color deal with coming out. Jorge's students offered their stories. Symposium made front page of Mesa Press. Next time the symposium label will be removed; it will be an "open mic" style event, in order to be a more open and inclusive space for all.

Any inspiring events from October?

Sierra: LGBTQ event was slated to have been in front of mesa commons. Went and no one there...but not sure if this was the actual event.

Charlotta: Diversity & Inclusion Conference:

Shared definition of diversity and inclusion

Keynote speaker: Lisa Ling & Tony Byers- “we’ve been working on diversity & inclusion for 50 years and we’re not really happy where we’re at”

Most popular session: Dr. Maura Cullen: Dumb things well-intentioned people say how to effectively improve diversity skills and competencies

From comments like “that’s so gay” or “that’s so retarded” to even negating someone’s story by replying “oh I’ve had the same situation”

Diversity is about your mix of people. Inclusion is about how well your people mix: relates to class how students will lose interest if professor speaks broken English. Has a neurobiology background so speaks to the science and data.

Creating a Diversity Strategy map: Converting Intangible Assets into Tangible Outcome and Results – how to link work being done to outcomes and collect this data

Demystifying Islam: Moving beyond tolerating diversity to understanding and embracing inclusion: Hanadi Chehabeddine. Does a traveling display.

Inclusion Refocused: Race conversations and the urgency of now. – comfortably encouraging more dialogue instead of less

Overall takeaway: how do we make *lasting* change to campus

Shared inclusion video: inclusion starts with “I”

Will send out info for all presentations and resources

Leslie commented: that one problem is that deaf individuals are in such low numbers at Mesa. So how can they be *seen*?

Volunteers for Cultural Unity Week: Festival of Colors subcommittee:

Cultural Unity Week/Festival of Colors Subcommittee Volunteers: Sue, Denise, Brandon, Kevin, Kim, Leslie, Michael and Jorge

Sue: said health services will probably be doing a Vietnamese Cultural Immersion event

Courageous Conversations...rest of meeting

How do we bring this to campus? Convocation? (there is a separate one for adjunct and staff)- but adjuncts or non-tenured contract faculty may not feel comfortable speaking up

Departments or School meetings?

Discussed an Anti-Immigration flyer found in LRC.

It’s difficult to identify where the free speech zones on campus