The House that Diversity Built

San Diego Mesa College
Mesa College Committee for Diversity Action, Inclusion & Equity

Members

Administration  Classified  Faculty  Student Reps  Community Reps  Consultants

- P. Luster (Ex-Officio)  - K. Branson  - J. Carmichael  - S. Schrader  - R. Abdi  - A. Avila
- C. Robertson  - G. Nematollahi  - M. Harrison  - C. Perkins  - J. Lahbabi  - A. Chan
- P. Vang  - M. Harrison  - J. Carmichael  - A. Puentes-Reynolds  - J. Lahbabi

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

Mission

- Work to ensure campus is supportive for all
- Educate 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

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

GOALS

1) To Support a Safe, Comfortable & Harmonious Campus Environment for Students, Faculty & Staff
2) To Promote the Awareness and Benefits of Diversity, Cultural Proficiency & Inclusion
3) To Endorse & Actively Support Equity Initiatives that Promote Inclusion & Success For Underrepresented Individuals & Diverse Groups
4) To Advocate for & Actively Support the Incorporation of Diversity into the College Structure, the Curriculum & in Research
5) To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

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 Clubs/Activities
- Advising Students
- Advising Faculty/Staff
- Overseeing Diversity Website
- Providing a Listing of Diversity Resources
- Advocating for CDAIE at Institutional Level

EVENTS

- Annual Welcome Week Table (Fall)
- Annual Cultural Unity Week (Festival of Colors Spring)
- Participation in Celebrations: Black History Month
- Disability Awareness Month
- Gracia Molina de Pick Hispanic Heritage Month
- LGBT Pride Parade
- Martin Luther King Parade
- Women’s Museum Events
- Special Events, Films & Discussions

OBJECTIVES (See Year Specific)
Organizational Subcommittee

1. Set Committee Objectives for Next Calendar Year
2. Obtain Release Time for CDAIE Chair
3. Oversee Committee Efforts in Marketing, Website Improvement & Personal/Professional Development
4. Establish Liaisons w/individuals or groups on/off-campus supporting Diversity, Equity, Inclusion &Success
5. Establish Channels for Regular Communication to all Constituents
6. Begin research on the establishment of a Cultural Proficiency Program at Mesa
7. Establish Direction and Scope of Research in Concert with Equity Initiatives
8. Analyze, Advise & Develop Action Plans Integrating Research Results (e.g., Student Survey or 2013-14 Climate Survey)

Marketing (& Improving the Campus Environment) Subcommittee

1. Develop a Marketing & Campus Climate Improvement Plan
2. Update Diversity Website/With Improved Relevance, Placement & Better Access from Mesa Website
3. 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)
4. Establish a Student Serenity Space on Campus Accessible to Everyone
5. Market Diversity Themes via Student Giveaway items
6. Design and Prepare a short Diversity Media Presentation for use at Dept., School or Senate Meetings
7. Develop a Diversity Awards Program recognizing those who have supported diversity

Services & Events for Personal or Professional Development Subcommittee

1. Develop a Personal & Professional Development Plan
2. Provide an Informational Table during Student Welcome Week
3. Develop & Coordinate Film/Discussion Events
4. Provide FLEX Workshops for Faculty, Staff, Students and Community Partners
5. Conduct SafeZone Training on Mesa Campus
6. Conduct a Cultural Unity Week, including Festival of Colors
7. Oversee & Advise Student Diversity Club
8. Obtain Feedback/Evaluation at all Presentations, Trainings or Professional Development Workshops

Persons Responsible

Organizational Subcommittee
1. Judy
2. Maria Jose
3. Denise
4. Olivia
5. Aaron
6. _______

Marketing (& Improving the Campus Environment) Subcommittee
1. Jackie
2. Laleh
3. Waverly
4. Lauren
5. Judy
6. Kim
7. Jennifer
8. Sue
9. Aaron
10. _______

Services & Events for Personal or Professional Development Subcommittee
1. Sue
2. Denise
3. Veronica
4. Jackie
5. Olivia
6. Leslie
7. Michael
8. Charlotta
9. Ryan
10. Kevin
11. Judy
## Laying the Foundation

### College Governance

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### State Policies
- District Policies
- College Policies
Raising the Walls

College Governance

State Policies | District Policies | College Policies

Communication | Trainings | Advocacy | Collaborations

V.P. Administrative Services | V.P. Student Services | V.P. Instruction

Classified Senate | Associated Student Government | Academic Senate

Deans Council | PIE COA PRC | Chairs Council

P-CAB

Trainings

Advocacy

Collaborations

College Governance
Raising the Roof

College Governance

State Policies | District Policies | College Policies

Research, Review & Evaluation

Communication | Trainings | Advocacy | Collaborations

V.P. Administrative Services | V.P. Student Services | V.P. Instruction

Classified Senate | Associated Student Government | Academic Senate

Deans Council | Chairs Council

PIE | COA | PRC

P-CAB

Trainings | Research, Review & Evaluation

Collaborations
2015-16 Additions to the Diversity House

### State Policies
- Diversity Website
- Diversity News Briefs
- Cultural Event Calendars
- Kudos Corner
- Reporting to Senates & ASG
- Student Welcome Tables
- Student Give-Away Items

### District Policies
- Added Additions
- SafeZones Training
- Cultural Competency Training
- M.E.E.T. (*Respect in the Workplace*) Training
- Teaching Men of Color Web-Based Training

### College Policies
- CDAIE Membership
- Diversity Website
- Diversity News Briefs
- Cultural Event Calendars
- Kudos Corner
- Reporting to Senates & ASG
- Student Welcome Tables
- Student Give-Away Items

### College Governance

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### Trainings

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### Research, Review & Evaluation

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Future Diversity Additions

Research, Review & Evaluation

Faculty & Staff Diversity Survey

Student Assessment Survey

Communication
- CDAIE Seal of Recognition
- Diversity Awards
- Inclusive Teaching Tips
- Give a Kahoot!
- Diversity Short Info Video
- Deaf Student Video
- Convocation Speed Sharing

Trainings
- Additional SafeZones Training
- Cultural Competency Training
- M.E.E.T. *(Respect in the Workplace)* Training
- Teaching Men of Color Web-Based Training

Advocacy
- Development of Student Leaders for Chavez Clubs
- Deaf Awareness Conference
- Completion of Diversity Employment Question
- Events Calendar Templates
- Rep for District EEO Plan
- SEPIA Project for EQUITY, with CDAIE, BLAS, CHIC, PUENTE, UMOJA,

P-CAB
- Deans Council
- PIE
- COA
- PRC
- Chairs Council

Collaborations
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College Governance

State Policies

District Policies

College Policies
Thank You For Helping

To Build this House We All Must Live in Together!