



COMMITTEE FOR DIVERSITY, ACTION, INCLUSION & EQUITY (CDAIE)

This month, we honor & celebrate: World Aids Day (12/1), International Day for People with Disabilities (12/3), International Human Rights Day (12/10)

Administration

Ashanti Hands, Ex-Officio
Jennifer Carmichael
Victoria Miller

Members, Faculty & Classified

Professionals:

Jorge Villalobos, Chair
Blythe Barton, Secretary
Gina Abbate, Faculty
Kevin Branson, Classified
Michael Brewer, Faculty
Fatemeh Chadegani, Faculty
Katlin Choi, Faculty
Michael Cox, Faculty
Alison Damoose, Faculty
Veronica Gerace, Faculty
Michael Harrison, Faculty
Erika Higginbotham, Faculty
Christina Huynh, Faculty
Cathy James, Faculty
Candace Katungi, Faculty
Gloria Kim, Faculty
Laura Lampe, Contract Classified
Lucio Lira, Counselor/Faculty
Thekima Mayasa, Faculty
Joseph Martinez, Faculty
Courtney Meissner, Faculty
Travis Nichols, Faculty
Edeama Jonah, Faculty
Hannah Padilla Barajas, Faculty
Claudia Perkins, Officer
Waverly Ray, Faculty
Denise Rogers, Faculty
Kim Lan Salas, Classified
Dora Schoenbrun-Fernandez, Faculty
Leland Simpliciano, Manager
Leslie Styles, Faculty
Melissa Warner, Faculty
Elizabeth Wilke, Counselor

Members: Students/Community

Emilia Auton, ASG Senator
Casey Calkins, ASG Member
Alexis Han, ASG Senator
Mary Jones, Community Member
Alina Vasilenko, ASG Member

Consultants

Joel Arias
Angie Avila
Abdulmalik Buul
Leticia Diaz
Hai Hoang
Geoffrey Johnson
Janue Johnson
Larry Maxey
Jennifer Moreno
Anabel Pulido
Alail Saleh
Michal Temple
In Memoriam: Sakeenah Gallardo

Meeting Agenda

Friday, December 5th

10:00 AM - 12:00 PM, Avanza Center (I4-202)

- I. [Land Acknowledgment](#)
- II. Welcome: Blessing of our Food
- III. Approval of Agenda Items
- IV. [Subcommittee & Special Project Reports](#)
(This portion will be shared as part of the minutes.)
 - AANAPISI Grant (*Leland*)
 - Fine & Performing Arts Committee Update (*Blythe, Denise*)
 - International Education (*Dora*)
 - LGBTQIA Updates (*Lucio*)
 - Marketing Subcommittee (*Vickie*)
 - Personal/Professional Learning Subcommittee
 - Site Compliance (*Claudia*)
 - Student Voices (*Emilia, Casey, Alexis*)
 - Women's Studies Advisory Committee (*Katlin*)
- V. Activity - "Charting Our CDAIE Compass"
 - A. Share the initial questions on Padlet
 - B. Responses
 - C. Framework
 - D. Goals
 - E. Group setup
- VI. Share outs
- VII. Closing Remarks

Next Meeting, Friday, February 6th, 9:00 - 11:00 AM, via Zoom!

(Please accept the Outlook calendar invite!)

The Committee for Diversity Action, Inclusion & Equity (CDAIE)
 Instituted by Donna Duchow, 2010; Institutionalized as a Permanent Governance Committee, 2015
 Reports to: President's Cabinet (*PCAB*) and the Academic Senate
 Oversight by: Leticia Diaz, Dean of Student Equity & Transformation (*SET*)
 Co-Chairs: Judy Sundayo and Jorge Villalobos (2023-2025)

CDAIE VALUES: (*Endorsed by CDAIE, 2015*)

- 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.

CDAIE VISION: (*Endorsed by CDAIE, 2015*)

- 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, curriculum, and research.
- That our campus community (students, faculty, and staff) will be reflective of the larger community's diversity measures.

CDAIE MISSION STATEMENT: (*Endorsed by CDAIE, 2015*)

The diversity Committee's mission is to develop and implement a strategy for diversity, inclusion, and equity, which is active and aligned with Mesa's mission, vision, and values. The committee's overarching goal is to engage and support students, faculty, and staff in the ongoing process of transforming our campus environment into one, which we envision as safe, supportive, culturally proficient, globally inclusive, and reflective of the larger San Diego community.

CDAIE GOALS: (*Endorsed by CDAIE, 2015*)

- 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
- To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

CDAIE ACCOMPLISHMENTS:

- Annual Cultural Unity Week & Festival of Colors Events
- Annual Student Diversity Club Luncheon & Table Talks
- Annual Presentations at President's Cabinet (PCAB)
- Updates to Mesa Diversity Webpages & CDAIE Committee Webpage
- The Mesa College NCORE Video (2015)
- The New District Diversity Question for Employment Applications (2017)
- The Serenity Space (2018)
- The Lactation Room (2018); Advocacy for Lactation Pods (2023)
- Diversity Presentation, Mesa Tutors (2018)
- The "Diversity is Unity" Marketing Campaign– Merchandise (2018/19)
- Equity in the Library Flex Workshop (2019)
- The "Mesa Pride" Marketing Campaign–Merchandise (2019)
- Successful launch of Mesa College's first LGTBQ Celebration Week (2019)
- Completed the 13 Point Strategic Action Plan for Accountability in DEI (2021)
- DEI Coordinator with Reassigned Time Approved (2022)
- NCORE Presentation: Equity in the Library (2022)
- Hosted Advocacy Fair (2022, 2023)
- Hosted Civil Dialogue Training and Discussions (2023)
- San Diego Mesa College Pride Center Opened (2023)
- Supported First Lavender Graduation (2023)
- Completed San Diego Mesa College Land Acknowledgement & Kumeyaay Flag Raising (2023)
- Hosted Indian Education Youth & Social Powwow on campus (2024)

CDAIE OBJECTIVES (4-YEAR)

2023-2024

- *Host Storyscope Facilitator Training*
- *Continue Collaborations on Civility Discussions*
- *Complete collaboration on DEIA Discussion Guide*
- *Post and Disseminate Land Acknowledgement*
- *Raise Kumeyaay Flag*
- *Reinstitute Diversity Marketing Campaign*
- *Complete Storyboard for Diversity Video*
- *Participate in Mesa's 60th Anniversary Celebrations*
- *Conduct On-Campus CDAIE Retreat*

2022-2023

- *Open the Mesa College Pride Center*
- *Support First Lavender Graduation*
- *Follow Up on Lactation Pods*
- *Host Civil Dialogue Training*
- *Host Advocacy Fair*
- *Complete Land Acknowledgement*

2021-2022

- *Submit Update for District EEO Plan*
- *Initiate work on 13 Point Plan*
- *Obtain DEI Coordinator Reassigned Time Position*
- *Present Equity in the Library for NCORE*
- *Obtain approval for Mesa College Pride Center*

CHAIRS EMERITUS:

(Infinite Gratitude to our Past Chairs)

- *Dr. Judy Sundayo*
- *Donna Duchow*
- *Dr. Denise Rogers*
- *Sue Shrades-Hanes*

