



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

Friday, December 5, 2025

10:00 a.m. – 12:00 p.m., In Person, Avanza Center (4I-202)

Minutes

- I. [Land Acknowledgment](#)
- II. **Welcome: Blessing of our Food**
- III. **Minutes & Agenda**
 - A. [Minutes November 2025](#)
 - B. [Agenda November 2025](#)
- IV. **Subcommittee & Special Project Reports - December [2025 Google Slide Show](#)**
 - A. This portion was only shared through the minutes report to allow the committee to participate more actively in the goals and projects activity.
- V. **Activity -"Charting Our CDAIE Compass"**
 - A. Share the initial questions on Padlet
 - B. Responses
 - C. Framework
 - D. Goals
 - E. Group setup
 - F. Share outs

See the Google Slide Show for full activity set up and pictures: [Retreat Presentation](#)

VI. **Discussions**

Goal 1 - To support a safe, comfortable & harmonious campus environment for Students, Faculty, & Staff.

- Waverly will share a report on accountability for the committee to revisit and provide further recommendations.
- Dora suggested including orientations to students on services such as Mental Health.
- Jorge suggested coming up with a "welcome kit" to be posted as a module on Canvas.
- The committee will contact Katie Palacios and other colleagues involved in student services accessibility to come up with a hub (of sorts).

Goal 2 - To Promote the Awareness and Benefits of Diversity, Cultural Proficiency & Inclusion

- Dora suggested including storifyable recognitions to highlight the efforts of colleagues across campus that align with DEIA initiatives and promote visibility
- The “Oscars of DEIA” to be part of the Festival of Colors | Cultural Unity Week
- Equity and Excellence as parameters for this: how does equity and excellence look like in the classroom? Other spaces on campus?
- What’s the impact of these events?
- How do we promote continuity and sustainability to these events?

Goal 3 - To Endorse & Actively Support Equity Initiatives that Promote Inclusion & Success for Underrepresented Individuals & Diverse Groups

- Identify Kumayaay liaison to work directly with them.
- Enforce Kumeyaay practices to be more visible on our campus.

Goal 4- To Advocate for & Actively Support the Incorporation of Diversity into the College Structure, the Curriculum & in Research

- Update Committee Governance Structure
- Profe Jorge shared the updated version of the schema of CDAIE into a more linear process
- The committee agreed that there needs to be more defined roles of the leadership team.
- Include a vice-chair to help chair the workload.
- Dean Vicki to look into a possible compensation for the chair role.
- Include Deaf Awareness to cultural unity week events
- Include inclusive calendar to website
- Develop more intentional awareness as a committee to educate constituents about the different inclusive practices that align with the calendar.

Goal 5 - To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

- The committee shared that there is no need to create a fiduciary account as there are different pockets of money that would support the work that our committee does already.
- Innovation grants would be an option for this
- Consider adding a student worker (work study) or MIP to help support the work the chair does already.

VII. **Closing Remarks:** Consult with DEIA coordinator on budget support and other events that are relevant to our committee’s work and goals.

Thank you to those who donated to the Food Drive. Dean Vicki will share the cart with the food to The Stand.

In Attendance:

1. Blythe Barton
2. Michael Cox
3. Dora Schoenbrun-Fernandez
4. Mary Jones
5. Gloria Kim
6. Hannah Padilla Barajas
7. Katlin Choi
8. Leland Simpliano
9. Lucio Lira
10. Michael Harrison
11. Victoria Miller
12. Jorge Villalobos
13. Alison Damouse
14. Waverly Ray

Next Meeting, Friday, February 6th 2025, 9:00 – 11:00 AM, via Zoom

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)

Chairs: Jorge Villalobos (2023)

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 Celebrations
- ∅ 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 LGBTQ 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)2022-2023

- ∅ Opened the Mesa College Pride Center
- ∅ Supported First Lavender Graduation
- ∅ Installed Lactation Pods
- ∅ Hosted Civil Dialogue Training
- ∅ Hosted Advocacy Fair
- ∅ Completed Land Acknowledgement

2023-2024

- ∅ Hosted Storyscope Facilitator Training
- ∅ Continued Collaborations on Civility Discussions
- ∅ Completed collaboration - DEIA Discussion Guide
- ∅ Posted & Disseminated Land Acknowledgement
- ∅ Raised Kumeyaay Flag
- ∅ Hosted Pow Wow on Campus
- ∅ Completed Storyboard for Diversity Video
- ∅ Participate in Mesa’s 60th Anniversary Celebrations

2024-2025

- ∅ Host 2024 Student Advocacy Fair
- ∅ Release DEIA Discussion Guide on Campus
- ∅ Publish 60th Anniversary Diversity Booklet
- ∅ Reinstitute Diversity Marketing Campaign
- ∅ Conduct On-Campus CDAIE Retreat
- ∅ Begin Development of Kumeyaay Honor Garden

CHAIRS EMERITUS: *(Infinite Gratitude to our Past Chairs):*

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