



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

**Friday, November 7, 2025**

*9:00 a.m. – 11:00 a.m., Via Zoom Conference*

**Minutes**

- I. **Welcome, Check-in**
- II. **[Land Acknowledgment](#)**
- III. **Introductions**
  - A. What are you thankful for?
- IV. **Minutes & Agenda**
  - A. [Minutes October 2025](#)
  - B. [Agenda November 2025](#)
- V. **Subcommittee & Special Project Reports - [November 2025 Google Slide Show](#)**
  - A. AANAPISI Grant (Leland)
  - B. Asian Pacific Islander American Committee (Gloria)
  - C. Disability Support Programs & Services (Erika)
  - D. Fine & Performing Arts Committee Update (Blythe)
  - E. International Education (Dora)
    1. <https://www.sdmesa.edu/about-mesa/mesa-foundation/community-travel.shtml#iceland>
  - F. LGBTQIA Updates (Lucio)
  - G. Women's Studies Advisory Committee (Katlin)
    1. Call for WHM Proposal: <https://tinyurl.com/WSACProposal26>
    2. CalFresh and CalWorks Students receive additional support
  - H. Marketing Subcommittee (Vickie)
  - I. Personal/Professional Learning Subcommittee (Hanna)
  - J. DEIA Coordinator (Edeama)
- VI. **Discussions**
  - A.
- VII. **Updates from DEIA Coordinator (Edeama)**
  - A. Presentation Link TBA
- VIII. **Updates on CDAIE Website (Jorge)**

- A. <https://www.sdmesa.edu/about-mesa/committees/cdaie-committee-diversity-action-inclusion-and-equity.shtml>
- B. Email Link Discussion
- IX. Update on CDAIE Goals: Revisit & Revise (Blythe, Vicki)
  - A. <https://padlet.com/mrvSDmesa/cdaie-brainstorming-goals-jdxxzshd8xy>
- X. Upcoming Events: Native American Heritage Month
- XI. Upcoming Meeting, Retreat!
  - A. December 5, 2025
- XII. Closing Remarks

**In Attendance:**

1. Blythe Barton
2. Cathy James
3. Dora Schoenbrun-Fernandez
4. Edeama Onwuchekwa Jonah
5. Emelia (student)
6. Fatemeh Chadegani
7. Gloria Kim
8. Hannah Padilla Barajas
9. Jayla Lee
10. Jorge Villalobos
11. Katlin Choi
12. Jennifer Carmichael
13. Laura Lampe
14. Leland Simpliano
15. Leslie Styles
16. Leticia Diaz
17. Liz Wilke
18. Lucio Lira
19. Mary
20. Michael Harrison
21. Travis Nichols
22. Victoria Miller

**Next Meeting, Friday, December 5, 2025, 9:00 – 11:00 AM, IN PERSON**

**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)

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**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:**

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

**CDAIE OBJECTIVES (4-YEAR)**2022-2023

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

2023-2024

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

2024-2025

- ∅ Host 2024 Student Advocacy Fair
- ∅ Release DEIA Discussion Guide on Campus
- ∅ Publish 60<sup>th</sup> 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*