



Committee for Diversity, Action, Inclusion and Equity
(CDAIE)

Meeting Minutes

Friday, October 5, 2018

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

In Attendance: Judy Sundayo (Counseling), Maliha Afroz (Student), Lauren Wade (Accounting), Michael Harrison (Languages), Charlotta Robertson (LRC), Jorge Villalobos (English), Waverly Ray (Geography), Jennifer Carmichael (Biology), Michael Brewer (Biology), Alisa McRee (Student), Taylor Carpenter (Student), Olivia Puente-Reynolds (Community), Kim Salas (LRC), Sakeenah Gallardo (Communication Studies), Miriam Pacheco (Counseling), Raul Rodriguez (Counseling), Edeama Onwuchelwa (LRC), Lisa Burgert (LRC)

Introductory Video: Hispanic Heritage Month 2018: Latino Pride

Welcome & Introductions: Everyone introduced themselves & shared personal updates

Approval of Minutes—Approved.

Organizational/Committee Reports

A. *Student Diversity Club Report—*

- i. *The Serenity Space (I4-404) (Launch Date: November 6, 2018); fundraising to raise funds for furnishings*
- ii. *LRC Holiday Display (LRC Atrium from late November to December 31, 2018)*
- iii. *Diversity Club Lunch (Friday, April 12th, 2019)*
- iv. ****Email Judy Sundayo if interested in the club****
- v. *Workshops on Tolerance (hopefully before Thanksgiving Break)*
- vi. *Hate Crimes on campus—need to be reported & President should let the campus community (including students know when they happen and it's not accepted on this campus)*
 - i. *Judy will send workplace/student issues to President on behalf of the committee*
 - ii. *Ask Pam to send a statement to campus*

B. *Guests: Miriam Pacheco & Raul Rodriguez (Presenting on Raza Grads)*

- i. *Thanked the committee for our support last semester*
- ii. *Student recruitment (Verbally invited), collaborated with counseling, Chicano Studies, Outreach & LatinX)*
- iii. *Capped at 50 students—50 signed up and 40 students showed up; capped at allowing 3 guests/student*
- iv. *Asked 10 students to speak*
- v. *Commons First Floor (included opening windows)*
- vi. *Decorations donated by Lupe*
- vii. *Rise; CDAIE; Puente: HSI; Faculty Donations*
- viii. *Could not have done it without "family" on campus*
- ix. **Goals: Want to increase student invite: 100 students (3-4 guests each)—400 people & NEED FUNDING**
 - i. *Entertainment: Want different entertainment each year*
 - ii. *Projected Date: May 4th (1-3pm) (Location—TBD)*
 - iii. *Budget & Funding: Seeking different sources of funding (applied for formal funding—Administration could not give funding Budget approx.. \$6,000—Mariachi (entertainment--\$1,000); canvassing funds from: ASG, Equity Office, Mesa College Foundation, LatinX (faculty payroll deductions?), Faculty/Staff donations (payroll deduction), Raza Grad Fiduciary account, Private Donations, Letters given directly to faculty in their mailboxes (idea from UCSD), We are a HSI institution—why don't we have a line item to fund this graduation celebration? CITY has been doing this for a while—how?—no financial support from administration; sourcing the same way AS departmental funding only have \$2,500 for ALL departments*
 1. *In process of deliberating (departmental funding)*
 2. *Get a Senator to write a bill (senators like to see what they are spending money on)**Other Potential funding sources: AFT, Academic Senate Move fiduciary account to the foundation—easy to do payroll deduction; grant process*
 - iv. *There was some push back on sending emails to students last year*

- C. *Guests: Edeama Onwuchekwa & Lisa Burgert (Equity in the Library)*
- i. E185.6—things not necessarily written from an academic standpoint
 - ii. How do we deal with what are on our shelves?
 - i. Emergency measure: pulling them off the shelves
 - ii. Collection Development Policy—what are we buying/what are we maintaining?
 1. Looking at other policies
 2. Representative of the student's here
 3. Not buying all white male authors only
 - iii. Dr. Woods and Dr. Harris from SDSU came in after the Dean requested their assistance
 - iv. There is a working group—press release, flex workshop (experts)—what should be immediately pulled?
 1. Faculty can suggest books that need to be pulled
 - v. Library Budget is extremely small—don't have enough money—easy to overlook equity
 1. Only Enough money to buy 10 books per department
 2. College needs to provide more funding for the library
 - vi. 1,005,000 print books in the collection—multi-year process (5 years) to go through the collection
 1. Entering the most offensive terms and pulling them
 2. Completed Q - Z (*science and math, because they are being used to write papers in support of arguments*)
 - vii. Other librarians feel that you'd censor a collection (other campuses)
 - viii. Looking for gaps in our representation (new purchases)
 - ix. Digital collections not included yet—most E-books are post 2000 prints (*40% of titles are E-books; most students are accessing Sunday nights*)
 - x. Call number H is next on her list to review
 - xi. Idea about developing a "Identifying outdated source"—20 minute workshop
- D. *Lactation Room & Women's Equity Issues—in process*
- E. *Diversity News Briefs – A couple have been sent out recently*
- F. *Diversity Website (Tabled)*
- G. *SafeZone Trainings (Tabled)*
- H. *Employee Development (Tabled)*
- I. *CDAC (District Diversity Committee)—Meetings are once per month; Budget to be updated at next meeting (hopefully)*

Past Events Reporting –Tabled.

Upcoming Events: Voices from the Left (November 8th); Serenity Space Launch (November 2018—TBD); Week of September 10th Book Sales in LRC; Congressman John Lewis Book Signing (September 21st at Civic Center)

What should our committee work on this year and the coming years?

- Movie night for students/faculty/families
 - Documentaries (*I'm not your Negro*)
 - Interacting with other cultures
 - Fundraiser—sell popcorn/drinks
 - Associated Students Senators are always looking for service projects
- Wrap up some items:
 - Complete the Lactation Room
 - Student Health—Cultural Immersion "Welcome to Vietnam"
 - DACA students (Collaborating with Jesus)
 - Faculty Training to be aware of their own bias and diversity within departments
- LGBTQ+ Fair (similar to Deaf Immersion Day)
 - Job Resource Fair (one day)
 - Open Mic Night
 - Healing Ceremony
 - Party/Celebration Gay Prom / Officially LGBTQ+ Coming Out Day is October 11th
 - Show films (*If your World were Flipped; Love Simon; Call me by my Name*)
 - Student Health Services could probably help fund (they previously had a tent)
- Intercultural Skills
 - Facilitated conversations / Being able to talk to someone in an open, safe space
 - Location to meet people from other cultures (space for this)
 - Event monthly? To allow for these one on one interactions to help build schools
 - Community members could come in and share about their experiences
- How can we get reach out FURTHER?
 - A is for Arab (demystifying stereo types)
 - Put one in EVERY building
 - Mini sessions at a Department meeting

NEXT MEETING: FRIDAY, NOV. 2, 2018, I4-402