

SAN DIEGO MESA COLLEGE



Committee for Diversity, Action, Inclusion and Equity

(CDAIE)

Meeting Minutes

Friday Dec. 1, 2017

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

Attending: Judy Sundayo (Counseling), Sloan Chau (Student), Penny Rodriguez (Student), Charlotta Robertson (LRC), Michael Brewer (Biology), Kori Gillis (Counseling Intern), Waverly Ray (Geography), Lauren Wade (Accounting), Leslie Styles (AMSL), Peter Lofthouse (Exercise Science), Michael Harrison (Spanish), Sierra Hudson (Student), Sue Shrader-Hanes (Student Health Services), Kim Salas (LRC), Thekima Mayasa (Black Studies)

Introductory Video: Meghan Markle on Being Biracial (*Be your True Self*)

Welcome & Introductions: Everyone introduced themselves & shared personal updates

Approval of Minutes—Approved.

Organizational/Committee Reports

A. ASG

- i. "Associated Students" is their new name (Rebranding); Focus on Students helping students
- ii. Sumaya Ali (will be student representative in Spring 2018)
- iii. Need help from student's I4-404 "Quiet Room" (all we need is a "door with a window")
 - i. Requested a recommended name from AS
- iv. Working with ACLU for DACA students (rallying in District 49 on December 2nd)
- v. Sierra elected the 1st Student member of the Mesa Foundation
- vi. Primary mission: Becoming the leading college in equity; continued funding for the committee

B. Student Diversity Club Update

- i. Will be active in Spring 2018
- ii. Requested \$1000 for the Student Diversity Luncheon (largest event)

C. Students Communicating about Safe Spaces on Campus (Veronica Gerace's Intercultural Communications Course)

- i. Understanding hesitancy of some students to speak in public; wanted to determine
- ii. Anonymous booth (have students write on a note a secret, how do you feel today, inspirational message, message to family member, etc. and post)
- iii. Many students thought they weren't allowed to express themselves or was supposed to keep quiet (some people thought it was "no conflict") –safe zone to talk about tough issues (respect in the difference of opinion); constructive dialogue
- iv. "Healing by being heard"
- v. What happens to the data? (could take pictures and share to the broader community so it moves beyond the moment)
- vi. How do we get word out about resources?

D. Employee Development Update

- i. Charlotta provided everyone with a list of PowerPoint's from the SHRM Diversity & Inclusion Conference—2017
- ii. Courageous Campus Conversations: Add clips from 10 years later (for students); convocation or department meetings; develop a short session

E. Marketing Subcommittee Update

- i. Promotion of campus events; 2 workshops held—no single department is responsible for events
- ii. Student townhall or initial list from student members in AS
- iii. Creating an App or Blackboard Course
- iv. TV's funneling events of the week
- v. Collaboration amongst departments (so the events aren't so "overwhelming")

F. CDAC (District Diversity Committee) Meeting

- i. Budget approved.

- G. *Deaf Friendship Day Update*
 - i. Change name to "Deaf Celebration Day"
 - ii. Judy to change flier and send to Subcommittee
- H. *CDAIE Smile of the Month Update*
 - i. Tabled.
- I. *CDAIE Video Update*
 - i. Tabled.
- J. *Black History Month 2018 Planning*
 - i. Tabled.
- K. *Cultural Unity Week/Festival of Colors Planning*
 - i. Tabled.

Guest Speaker—Chris May (CMAY@sdccd.edu) (x6805), Title IX Coordinator (SDCCD)

Coordinating issues on Sex or Gender based discrimination

Center for Community Solutions (District Partnered)—Nicole Teran (available for help with domestic violence or sexual assault);

Mondays—Miramar, Tuesdays—Mesa (Student Affairs Office); Wednesdays—Mesa CE; Thursday & Friday—City (Confidential resource funded by government contracts)—Certified as an Advocate (available through 2020) (NTERAN@CCSSD.org) (Reach out before stopping by as she does Float)

****Training and outreach**

Gender Identity Locker rooms—Board has chosen to wait on legal interpretation; if more students come to Chris to discuss issues it will help "agitate"

Lactation rooms do not fall under Title IX

Past Events Reporting

- a. UMOJA Conference in Sacramento
- b. Muralist Carlos Callejo
- c. Voices from the LEFT: Voices Against Injustice
- d. Real Talk
- e. LGBTQA Summit
- f. 2nd Annual Teach-in "Free Speech vs. Hate Speech"
- g. International Education Week—Peace Corps Volunteers
- h. Khausak—Traditional Music of the Andes
- i. How to Run a Feminist Classroom
- j. Black Minds Matter

Off-Agenda Discussion on Conversations:

Add Lactation Room Discussion to Agenda