

# SAN DIEGO MESA COLLEGE



## Committee for Diversity, Action, Inclusion and Equity

### (CDAIE)

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Meeting Minutes

Friday April 7, 2017

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

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**In Attendance:** Judy Sundayo (Counseling), Claudia Perkins (Site Compliance), Ryan Mongelluzzo (Anthropology), Zamira Yusufjonova-Abman (History), Olivia Puentes-Reynolds (Community), Jazmine Lahbabi (Student Diversity Club), Lauren Wade (Accounting), Kim Salas (LRC), Sue Shrader-Hanes (Student Health), Michael Harrison (Languages), Gloria Kim (History), Charlotta Robertson (LRAS), Jorge Villalobos (English), Leslie Styles (ASL), Thekima Mayasa (Black Studies), Raquel Sojourner (Counseling), Tracy Tuttle (Accounting), Peter Lofthouse (Exercise Science), Akyia Westley (SDSU Grad Student), Camilla Harris (SDICCCA Intern, Transfer Center), Gity Nematollahi (Transfer Center), Jennifer Carmichael (Biology), Bijan Izadi (ASG), Denise Rogers (Fine Art), Pamela Luster (Mesa College President)

**Intro Videos:** Prince EA "Can We Auto Correct Humanity?"

**Welcome & Intros:** Everyone introduced themselves & shared personal updates

**Approval of Agenda/Minutes:** Approved.

### Organizational/Committee Reports

- *Committee Membership*
  - Jorge joined the committee
  - Want people to be involved when they join the committee
  - Want more men and a balanced committee
- *Report on PCAB Presentation*
  - Presented this week (Judy)
  - Showed PowerPoint of how Mesa receives diversity
  - Diversity is throughout the campus (committees, clubs, the departments)—all of us make up Diversity
    - Goal of committee is to infuse the campus with this spirit
- *Stir Fry Seminars Materials Review*
  - Lee Mun Wah did a Seminar (Fall 2016)
  - The Practice of Honoring Diversity –review materials that have been purchased and create a small committee to create a workshop
    - Inclusion/equity/inter-cultural understanding workshop (create one)
    - Charlotta—start with Professional Development Committee (Judy suggested)?
  - If a committee wants to come up with something they can use the materials (Last Chance for Eden/Color of Fear/Racism flashcards)
  - Group exercises
    - Lauren
    - Gloria
    - Charlotta
    - Claudia
    - Jorge

- Olivia
  - Seminar during Convocation (Racism Cards etc.?)—to create discussion (Gloria's Suggestion)
  - Speed Dating with Colleagues at Convocation?
- Combine with the Racism Cards (Olivia's suggestion)
  - Committee members agreed with including something at Convocation
  - Coat Switch Pod Cast on NPR was suggested (to watch/listen to)
  - How can we institutionalize diversity and discussion?
- *Cultural Unity Week/Festival of Colors*
  - April 10-13<sup>th</sup> (Discussion of upcoming events)
  - Flyer was handed out
  - Office of Communication has completed nice flyers (to be sent to campus on April 7<sup>th</sup>)
  - Football team would love to volunteer their cameras
    - Live Stream on Facebook page (Diversity Club)
  - Brainstorm session what is available (we need to capture reactions and documenting our student's voices/experiences at the events we're having) –to make diversity and inclusion
- *Cultural Competency Certificate/Degree Program*
  - Can use these certificates when going for employment
  - Program for a 2 year degree
  - Not happening at the SDCCD yet, but we need to include the program here
  - Minor in Cultural Proficiency has been approved, any certificate could be funneled
  - Dr. Sue Ghonda (spelling?)
  - Grossmont College
- *CDAIE Video*
  - Maria Jose and Ryan are going through the videos to make a celebratory video of what we do
  - Creating a 5 minute video
  - In process
- *CDAIE News Briefs*
  - Welcomes suggestions/ideas
  - Quick news briefs sent out on Diversity
- *Student Diversity Club Report*
  - Excited for Cultural Unity Week
  - Want to do a week of solidarity/challenge during Cultural Unity Week
    - Scarves for women to wear in solidarity with Muslim women
    - Provide a pin or scarf and wear for the week
    - Write names on sticky note and put names to show all students who support these groups
- *CDAIE Smile of the Month*
  - The individual will be sent to Judy
- *SafeZone Trainings*
  - Peer Navigators and Outreach Ambassadors was great
  - 3 leaders can only do 1 event per semester
  - Need new SafeZone Trainers (looking for volunteers)
- *CDAIE Give a Kahoot!*
  - Created a game related to Diversity (fast-paced game)
  - No limit to the number of students
  - We'll play at our May meeting to provide any feedback
- *Deaf Awareness Event*
  - Tabled.

**Speaker: Dr. Pam Luster**

- *Update on Student Quiet/Meditation Room*
  - Referred to Facilities Committee to find a space

- Found a space, not the largest and it is designed to be quiet
- Classroom built next to DSPS testing center
- Small room next to conference room
- Looking for a number of things
  - Needs to be a safe place for students
  - Someone needs to make sure it's clean
  - Testing the quietness of it (even people moving in and out)
  - Until new buildings are created we need to use existing spaces
  - What needs to be in the space?
  - Talk about what needs to be included
  - As a community, we need to know what this room is used for
- Pam thinks we have a good solution (it will need to be larger in the future)—best space available currently
- Door with window (to make space safe) to ensure space is welcoming and works with what we intended it to be
- No tentative time frame
- Won't do any building/construction until after finals (probably around June)
- Need to ensure that all parties involved are included
- *Suggestions:*
  - Include students in the process of creating boundaries/rules (Thekima)
  - Judy hopes students can come up with a title for the room (come up with the top 3 names and have students vote)
- *Vision for Mesa in Terms of Diversity*
  - Likes that new faculty are included in the CDAAEI Committee
  - Loves our schedule for Festival of Colors & wishes we could have events every week
  - Part of the work of the college/who we are/what we are and the community we're trying to create
  - Pam acknowledge all of the individuals who have worked on this over the years
  - "Mosaic"—Diversity, Equity, Inclusion packaged deal
  - Center for Urban Development
  - Community of learners (faculty/staff/students/etc) come to learning about who we are
    - Evidence is how we treat each other and work with each other
    - Curriculum institutes
    - Series of things that communicates to us that this is who we are
    - Not just one event—It's everything
    - ***It needs to be our focus***
  - We received a commendation for diversity by the Accreditation Committee (she was happy about this)
  - Level of Cultural Competency is not shared across campus
  - How can I be EVERYONES President? (as the leader)
  - How we find our way in this—don't be scholarly on diversity, equity, inclusion—we need to reach out to understand how others think/feel
    - Can't be so divided that we can't invite people in
    - We need to be open enough to hear others opinions
  - Opening heart and minds (what we need to do on this campus)
    - We need to hear all individuals world views
  - How can we provide experiences for students and one another to make Diversity, Inclusion, and Equity included on campus?
  - How do I bring my heart and mind to every single place that I attend? (Learn from listening)
  - Book—Leadership in the Crucible of Work (how leaders can be authentic leaders)
    - Are we actually leading? Are we dealing with dialogue?
- *Questions*
  - When events happen we tend to see the same faces, how to we include people who don't attend?
    - Pam is a gatherer
    - The "choir" is expanding and she does feel it's wider
    - The more that we offer different kinds of events/experiences people will come

- Offer as many different kinds as possible
- What can it do for them? How can it help their own experiences? And their students?
- Hiring new faculty, NFI program (mentoring)
- You'll find things that will inspire you
- Help to get the classified staff included in events (they don't receive release time)
- Nationally hate crimes, bigotry is on the rise, does Mesa as a structure know what we'd do if it happens here?
  - We have Crisis Plans for various things that happen on campus
  - Response team does come together
  - Prepared as well as we could be
  - Discussed at the District level
  - Be more communicative
- What procedures need to be taken to help the deaf community?
  - People would come into the room
  - If shelter and place, she will find out the response

### **Events Reports/Discussion—Tabled.**

### **Upcoming Events & Announcements—Tabled.**

- Cultural Unity Week Events/Festival of Colors
- NCORE

### **Next Meeting**

- Next meeting will be on Friday, May 5, 2017, 9-11 am, I4-402