

# SAN DIEGO MESA COLLEGE



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

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### Meeting Minutes

Friday March 3, 2017

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

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**In Attendance:** Judy Sundayo (Counseling), Claudia Perkins (Site Compliance), Ryan Mongelluzzo (Anthropology), Waverly Ray (Geography), Brandon Terrell (VPI), Zamira Yusufjonova-Abman (History), Olivia Puentes-Reynolds (Community), Jazmine Lahbabi (Student), Lauren Wade (Accounting), Kim Salas (LRC), Sue Shrader-Hanes (Student Health), Michael Harrison (Languages), Gloria Kim (History), Pahua Vang (SSE), Charlotta Robertson (LRAS), Jorge Villalobos (English), Leslie Styles (ASL), Thekima Mayasa (Black Studies), Gity Nematollahi (Transfer Center).

**Intro Videos:** (1) 2017 Women's History Month (Video); (2) "Because I'm Latino, I can't have money?"

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

**Approval of Agenda/Minutes:** Questions/Comments/Changes? None. Approved.

### Committee Reports

- Membership—couple of requests
  - Jorge (English)
  - Zamira (History)
  - Closed membership last year, now added
  - Members come to meetings
  - Representatives from different populations at Mesa and in college
  - Enough chairs for everyone
  - Put them on one of the sub committees immediately
  - Anne Kincaide (remove)
- Secretary—Lauren Wade (Spring 2017)
- Diversity Website
  - Changes so all committee pages are consistent
  - Changed colors
  - Changed who we report to
  - Links to membership
  - Agendas and Minutes (needs to be updated)
  - Updated for accreditation to make sure it's accessible
  - Daniel S. (webpages)—resources we know of to fill the page (send to Claudia Perkins)
  - Undocumented Students link
- Diversity PowerPoint
  - Purpose:
    - Created for Jump Start Your Success
    - Will be shown at the next PCAB meeting in April
    - Introduction to the idea of diversity on campus

- Changes:
  - Middle Eastern category? (in pie chart)
  - American Indian change to Native American (in pie chart)
- Student Clubs: (club money has been drastically reduced because the number of clubs has increased)
  - Social Justice Clubs
  - First Nations Scholars Club
  - Mesa Women's Alliance
- Update on Student Quiet/Mediation Room
  - Heard back from facilities that they are looking at different rooms
  - On the agenda for the Facilities Planning Meeting
- Cultural Competency Program
  - Olivia initiated an idea that we should have a certificate and associates in cultural competency
  - Several meetings to outline/timeline
  - Not enough time to develop it
  - Judy put in for a sabbatical (Spring 2018)
  - Think about leadership of the committee
  - Talked about the cultural coordinator position about it (interim person)
- Ancestry Project
  - Advertised through Academic Senate/Students
  - 17 free tests for students (ASG/Puente/EOPS/DSPS) had a few
  - Test results not back by Cultural Unity Week
  - Funding for posters (extra money to fund poster sessions—district CDAC Committee to fund)
  - Put in a mini-grant to fund tests
- Student Diversity Club
  - Slow start this semester
  - A lot of students are interested in joining the club and becoming active
  - People are feeling like we have to act and pay attention to what's going on and promoting peace
  - Excited for semester and progress as a club
  - Diversity Luncheon went well & a lot of volunteers (95+ individuals at luncheon)
  - Want to do something for women's history month (jeopardy night)
  - Does club want to sponsor HUMAN (1 hour 30 minutes) during Cultural Unity Week—Yes.
    - 11:10-12:35 (Wednesday) (Jasmine)
- Stir Fry Seminar
  - CDAC purchased materials
  - Receiving 2 DVD packages
  - Film Guide
  - Extended Footage
  - Classroom Guide
  - It is Closed Captioned
  - Films/Booklets
  - Flashcards (Questions that people have always wanted to ask each other)
  - With materials we can create our own trainings on campus
  - Great diversity materials
  - President wants us to have critical campus discussions
  - Present at Convocation? Practice training within our committee first?
  - Students like "Teach-in"
- SafeZone
  - Michael, Kevin, Gloria have a Safe Zone with 2 groups (~25 students)
    - Outreach Ambassadors & Peer Navigators (March 10) (8:30 to 11am I400 203)

- Trying to have a faculty training April/May
- Need more trainers to do more trainings (3 can only do 1 training per semester)
- Need for a second training (2.0)
- Good feedback on trainings
- Women's History
  - Women's Advisory Group
  - Panel discussions
  - March 14<sup>th</sup>:
    - Tuesday day of action (postcards to contact congressional members) they bring their issues and we provide postcards/stamps
    - Hang up posters in the LRC (people design their own posters)
    - Provide a script to call congressional members
    - Everyone wants to feel involved in government most don't know how to start
    - About 140 postcards donated—need more cards/postage
    - Electronic communications? Hoping to have a laptop booth. (Career Services may have a laptop)
  - March 23<sup>rd</sup>: "Nevertheless She Persisted"
    - Noticed discrepancies with female students
    - Need to address students on campus
- Cultural Competency Training
  - Mini-grant was approved to do with Dr. Stark (took place in the Fall)
  - Opportunity to put in for another one
  - Level 1 or Level 2?
    - Need to have a stronger base, so many another level 1 training first
    - Like to see a larger group (limited last fall to 25); Perhaps 35 in the group next time?
  - Decision was made to conduct another Level 1 Training in fall 2017 & Level 2 in Spring 2018
  - Those who completed Level 1 last fall can make suggestions for changes for future Level 1 trainings
  - We will apply for money to have Level 1 training in Fall 2017 and Level 2 in Spring 2018
- CDAIE Smile of the Month (Kim and Brandon volunteered to work on this)
  - Will email Judy Sundayo
  - How long have you worked at Mesa, what do you like, etc.
- CDAIE Give a Kahoot!
  - Tabled.
- Deaf Awareness Conference (Leslie coordinating)
  - Want to have a deaf awareness event at Mesa
  - Challenges include: Struggles with Dept.; Finding right campus location; Identifying Dept. support
  - Event would be student-led (only 10 Deaf students at Mesa/Best to open up to all students districtwide)
  - Event would also educate faculty & staff as well as students
  - Site Compliance will work with DSPS (to get ball rolling)
  - Will coordinate with counterparts at Miramar & City
  - **Who's the audience?** Want students to be leaders; want hearing people (usually); hearing people are deficient in the fact that we're not bilingual
  - City College has more deaf students (transportation is easier)
  - **Suggestions:**
    - Links could help increase attendance (website)
    - **Option Suggested by Thekima:** Include SDSU and/or other higher education institutions in our region and invite people broadly from other institutions

- **Option presented by Judy:** Because of a lack of departmental support, perhaps start with a Deaf Awareness Flex Workshop for faculty, inviting students & others from the region, for 1.5 to 2 hour with a workshop—then, work up to a conference for following year)
  - Put in for September (flex event)—Once we confirm, Judy will submit
  - Work with Dean of Student Affairs at City College/Site Compliance (Claudia)
  - Regional conference/Site Compliance?
  - Some students may be interested in starting an ASL club
  - Can we invite organizations from San Diego (Deaf Community Services)—bring them on board
  - Future years—have a booth on campus during Language Conference or Cultural Unity Week
  - CDAIE Support and sponsorship
  - Committee to support the Deaf Awareness Event? (Claudia will send out an email to all those who want to be involved); Leslie will try with her department (Judy/Claudia/Kim/Sue)
  - ASL is under Allied Health (issue—unless the department is together on it—faculty driven)
- Cultural Unity Week
  - Draft calendar reviewed
  - Rob Fremland (successful Teach-in) –talked to ASG and agreed to have it Wednesday April 12<sup>th</sup> (12-2pm)
  - Somalia Immersion Event on Tuesday, April 11<sup>th</sup> (9-2)
    - Show short videos? Could provide a foundation of what they’ll experience
  - Islamophobia or Migration as a Human Right (Border Angels/reframe discussion) (2 sessions?)—Wednesday (Include current statistics on migration)
  - Discussion about vendors
  - Peace Corp workshop or setup a table for vendors?
  - Groups that promote diversity/inclusion—Charlotta/Sue (available to come on the 13<sup>th</sup>)
  - Where should the events be held?

### Event Reports

- Reported on and discussed the success of February cultural events
- Thanks to Thekima & Judy for coordinating the Black History month calendar. Reducing the events from 20 last year to 12 this year helped to increase the attendance/participation. All events were very successful & well-attended.
- Reported on and discussed “Jumpstart” event—It was okay. The layout was not good (location). The Diversity workshop only had a handful of participants. The Jumpstart event is still a work-in-process. A lot of fear in the public, a lot of people are not going out in the community for fear of deportation issues.
  - Perhaps, It should be around April, not so early in the semester. (After CSU/UC decisions come out)

### Upcoming Events

- Reported on Upcoming events for April, especially Cultural Unity Week.

### Next Meeting

- Next meeting will be on Friday, April 7, 2017, 9-11 am, I4-402