

# CDAIE

*Committee for Diversity Action, Inclusion & Equity*

## **13 Point Strategic Action Plan for Racial & Social Justice**

*At San Diego Mesa College*

*Presented to the President's Cabinet*

*February 2021*



# COMMITMENT 1



## DIVERSITY, EQUITY & INCLUSION

- **Compliance with Campus & District Policies**
- **Compliance with Campus & District Procedures**
- **Support for DEI Initiatives** (*Campus, District & State*)
- **Broad Interpretation to Include Equity in Labor Issues and Diversity in Representation in terms of Academic Planning and Shared Governance**

# **COMMITMENT 2**



## **COMMUNITY INVOLVEMENT**

- **Responsiveness to Community Issues/Concerns**
- **Collaboration with other Educational Institutions**
- **Collaboration with Local Businesses & CBOs**
- **Toward Student Academic & Career Success**
- **Toward Employee Training & Involvement in Issues of Social Justice**

# COMMITMENT 3



## ACCOUNTABILITY & TRANSPARENCY

- In all DEI Planning & Evaluation Efforts at the Classroom, Department, School & Campus Levels
- In Outreach To All Shared Governance Constituents
- In Participation Among All Shared Governance Constituents
- In Clear & Comprehensive Communication & Reporting to All Shared Governance Constituents & to the Entire Campus



# **COMMITMENT 4**

## **RESTORATIVE JUSTICE**

- **Appropriate Response to Breaches of Campus or District DEI Policies or Procedures**
- **Support for Victim and Offender Deliberations**
- **Support for Conflict Resolution**
- **Support for Reparation of Harm**
- **Support for Restitution if Appropriate**
- **Support for Restoration of Harmony within the Entire Campus Community**

# **ACTION PLAN 1**

## **DEVELOP A PROACTIVE HIRING PLAN**

- **Create and Enact a Proactive Hiring Plan**
- **Toward a Diverse & Competent Workforce**
- **Toward a Workforce Reflective of the Student Population & Local Community**
- **Include Training in Cultural Competency / Proficiency as a Prerequisite for Employment**
- **Conduct DEI Review of Advertising, Screening & Interviewing Processes**

# **ACTION PLAN 2**

## **PROVIDE CAMPUS DEI TRAININGS**

- **Incentivize DEI Trainings for Employees**
- **Include DEI Trainings in New Faculty Institute**
- **Incentivize DEI Trainings for Students**
- **Include DEI Trainings in Student Orientation**
- **Recognize Equivalent Trainings from other Districts Completed by Adjunct Faculty**
- **Compensate Adjunct Faculty for Attendance**
- **Create a Campus Culture Where DEI Trainings are not only Welcomed, but Expected by our Colleagues/Peers**

## **ACTION PLAN 3**

### **PROVIDE EVIDENCE OF DEI TRAINING FOR EMPLOYEE EVALUATION & ADVANCEMENT**

- **For Faculty**
- **For Classified Professional Staff**
- **For Administrators**
- **Expand Options for On and Off-Campus Trainings**



# ACTION PLAN 4

## EVALUATE & IMPROVE DEI IN CLASSROOMS

- **Comprehensive and Routine Audits of Classroom Environments (*Classroom Climate*)**
- **Add DEI evaluative statements to regular classroom/instructor evaluations**
- **Utilize Feedback to Design Inclusive Classrooms**
- **Utilize Feedback to Design Anti-Racist Curricula**
- **Equitable Focus on the Success of Marginalized Students**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 5**

## **EVALUATE & IMPROVE DEI in DEPARTMENTS**

- **Comprehensive and Routine DEI Audits of Departments**  
*(Department Climate)*
- **Utilize Feedback to Plan for More Diverse & Equitable Departments**
- **Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in Departmental Committees / Programs & Support for Leadership Development**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 6**

## **EVALUATE & IMPROVE DEI in SCHOOLS**

- **Comprehensive and Routine DEI Audits of Schools**  
*(School Climate)*
- **Utilize Feedback to Plan for More Diverse & Equitable Schools**
- **Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in School Planning & Evaluation & Support for Leadership Development**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 7**

## **EVALUATE & IMPROVE DEI in ADMINISTRATION**

- **Comprehensive and Routine DEI Audits of Administration (*Administrative Climate*)**
- **Utilize Feedback to Plan for More Diverse & Equitable Administrative Practices**
- **Equitable Focus on Marginalized Individuals for Inclusion in Administrative Input, Planning & Evaluation & in Support for Leadership Development**
- **Report on Status of Districtwide Review of Law Enforcement Officers**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 8**

## **PROVIDE SENSE OF BELONGING** *Via* **SERVICES, ACTIVITIES & SPACES**

- **Equitable Focus on Marginalized Groups**
- **Provide Specialized Services & Spaces to Support Students and Employees of Color, Adjunct Faculty, Veterans, the Differently Abled, Individuals who are LGBTQA, Women, Lactating Mothers, and those Needing a Quiet Space to Pray or Meditate**
- **Provide Cultural Lectures, Events & Heritage Celebrations**
- **Recognition of Adjuncts involvement on Campus**

# **ACTION PLAN 9**

## **PROVIDE SENSE OF BELONGING**

### ***Via* ETHNIC STUDIES CURRICULA & PROGRAMS**

- **Equitable Focus on Marginalized Groups**
- **Learning Communities (*PUENTE; UMOJA*)**
- **Asian Pacific Islander Curricula & Programs**
- **Black Studies Curricula & Programs**
- **Chicano Studies Curricula & Programs**
- **Native American Curricula & Programs**

# **ACTION PLAN 10**

## **SENSE OF BELONGING: Campus Climate**

- **Annual Campus Climate Survey Prefacing an Open Campus Dialogue**
- **An Inclusive Campus Open Dialogue Between Students, Faculty, Classified Professional Staff, and Administrators on Campus Climate**
- **Focus on Building Community By Developing and/or Expanding Safe & Inclusive Learning and Work Environments**

# **ACTION PLAN 11**

## **EXPAND DEI POSITIONS & INFLUENCE**

- **Reclassify CDAIE as a Shared Governance *Council***
- **Empower CDAIE with the Development and Oversight of DEI Evaluations /Audits and Reporting for the Campus**
- **Assign CDAIE with the Development, Operationalization & Evaluation of the 13 Point Strategic Action Plan**
- **Institutionalize CDAIE Chair as a Voting Entity on PCAB**
- **Provide CDAIE Chair Reassign Time for Expanded Duties**
- **Create a Campus Ombudsman Position to Augment DEI Efforts**



# **ACTION PLAN 12**

## **CONDUCT ANNUAL DEI EVALUATIONS**

- **Include Intra-Campus DEI Evaluations by Students, Faculty, Classified Professional Staff & Administrators**
- **Include DEI Classroom, Department, School & Administrative Audits or Score-Cards**
- **Include the Campus-wide Campus Climate Survey Results**
- **Include Independent (*External*) DEI Evaluation Results**
- **Publish an Overall Campus DEI Scorecard from all Evaluation Data**

# **ACTION PLAN 13**

## **DEI DATA ANALYSIS, REPORT & INTEGRATION**

- **Host Open Dialogue on DEI Data and Campus DEI Scorecard & Obtain Feedback from Campus**
- **Make Recommendations Based on Data for Integration into College and/or District Systems**
- **Make Recommendations Based on Data for Changes**
- **Make Recommendations for the Benefit of Students**
- **Make Recommendations for Community Collaborations**
- **Integrate Findings with College Equity Plan**
- **Make Suggestions to Update/Improve 13 Point Plan**

# SYSTEMS OF COLLABORATION FOR RACIAL & SOCIAL JUSTICE ON CAMPUS

