



# Committee for Diversity Action, Inclusion & Equity (*CDAIE*)

*Presented to the President's Cabinet on 4-21-20*

*~ Judy Sundayo, Ph.D., Chair*

# Subcommittees

**Marketing**

**Professional  
Learning**

**LGBTQA+**

**Organizational**

**International  
Education**

**Women's  
Studies**

**Fine &  
Performing  
Arts**

# ORGANIZATIONAL



- Committee Meetings
- Committee Membership
- Student Diversity Club Collaboration
- Diversity Website
- CDAC Meetings
- Diversity (Engagement and Inclusion) Scorecard

# PERSONAL & PROFESSIONAL LEARNING

- Flex Workshops
- Cultural Competency Trainings
- Support for ClassiCon
- Cultural Unity Week / F. of Colors
- [CDAIE Canvas Shell](#)
- Diversity Event Evaluation
- Collaboration with CEL & LOFT



# LGBTQA+



- SafeZone Trainings
- LGBTQA+ Materials for Sale
- LGBTQA+ Celebration Week
- LGBTQA+ Graduation
- Pride Center Advocacy

[Chancellor Oakley on LGBTQ Issues in Community Colleges](#)

# WOMEN'S STUDIES

- Women's History Month (*Women & Gender Bias in the Workplace; Votes for Women: Then and Now; LRC Women's Suffrage Display; African Dolls: Fertility, Transformation & Power*)
- Get Out the Vote Tabling Event for Fall 2020
- Support for Updated Lactation Spaces
- LAS: Social Sciences / Women's Studies
- Women's Center Advocacy [\[Why?\]](#)

[Women's Resource Center  
At Georgia Tech](#)



[Women's Resource Center at  
Portland Community College](#)

# FINE & PERFORMING ARTS



*Collaborations between Art, Music,  
Dance, Drama, & Fashion.*

- Monthly Meetings
- Campus Visibility (*Newsletters; Posters; Campus Calendar; Visix*)
- Lecture Series (*Arts & Wellness*)
- Open House (*Visual Art*)
- Event Postponement & Re-grouping (*for Fall/Spring 20/21*)

# INTERNATIONAL EDUCATION

- Study Abroad Flex Workshops
- Study Abroad Program
- International Education Week Events





# MARKETING

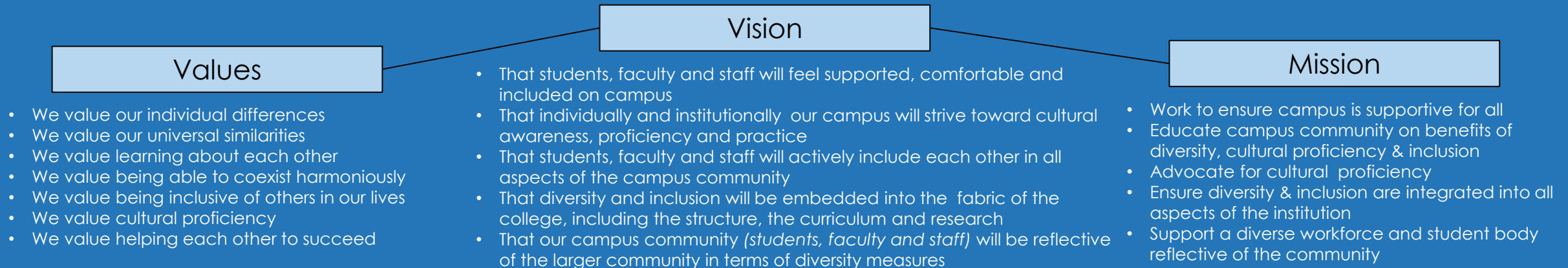


- Positive Posters
- Diversity Lip Gloss
- Lanyards
- Stickers
- Buttons

# MESA COLLEGE COMMITTEE FOR DIVERSITY ACTION, INCLUSION & EQUITY

## Members

Administration	Classified	Faculty	Students	Community	Consultants			
<ul style="list-style-type: none"> <li>P. Luster (<i>Ex-Officio</i>)</li> <li>V. Miller</li> </ul>	<ul style="list-style-type: none"> <li>K. Branson</li> <li>K. Salas</li> <li>B. Terrell</li> </ul>	<ul style="list-style-type: none"> <li>M. Brewer</li> <li>J. Carmichael</li> <li>S. Gallardo</li> <li>V. Gerace</li> <li>M. Harrison</li> <li>J. Johnson</li> <li>G. Kim</li> </ul>	<ul style="list-style-type: none"> <li>T. Mayasa</li> <li>R. Mongelluzzo</li> <li>E. Onwuchekwa</li> <li>C. Perkins</li> <li>W. Ray</li> <li>D. Rogers</li> </ul>	<ul style="list-style-type: none"> <li>D. Schoenbrun-Fernandez</li> <li>S. Shrader-Hanes</li> <li>L. Styles</li> <li>J. Sundayo</li> <li>J. Villalobos</li> <li>L. Wade</li> </ul>	<ul style="list-style-type: none"> <li>J. Babauta</li> <li>R. Bolden</li> <li>T. Carpenter</li> <li>S. Potter</li> </ul>	<ul style="list-style-type: none"> <li>W. Pepper</li> <li>O. Puentes-Reynolds</li> <li>T. Starck</li> <li>L. Woods</li> </ul>	<ul style="list-style-type: none"> <li>J. Arias</li> <li>A. Avila</li> <li>A. Buul</li> <li>B. Herrin</li> <li>J. Kearns</li> <li>C. Lopez</li> <li>L. Maxey</li> </ul>	<ul style="list-style-type: none"> <li>T. Nichols</li> <li>R. Rodriguez</li> <li>M. Temple</li> <li>P. Vang</li> <li>M. Velez</li> <li>Z. Yusufjonova</li> <li>M. Zeledon</li> </ul>



### Organizational

- ~~1. Expand Membership of the Diversity Committee to be More Reflective of the Student Body~~
- ~~2. Refine Diversity Committee Values, Vision, Mission & Goals~~
- ~~3. Set Committee Objectives~~
- 4. Apply for Grants to Fund Activities & Events / Establish a Budget
- 5. Oversee Committee Efforts in Marketing, Website Improvement & Personal/Professional Development *(ongoing)*
- 6. Establish Liaisons w/individuals or groups on/off-campus supporting Diversity, Equity, Inclusion & Success *(ongoing)*
- 7. Establish Channels for Regular Communication to all Constituents *(ongoing)*
- 8. Establish Direction and Scope of Research in Concert with Equity Initiatives *(ongoing)*
- 9. Analyze, Advise & Develop Action Plans Integrating Research Results, e.g., Campus Climate Survey *(ongoing)*
- 10. Submit Update for District EEO Plan *(annual)*

#### Persons Responsible

1. Judy
2. Olivia
3. Waverly
4. Vicki
5. Whitney

### Marketing/Improving the Campus Environment

- ~~1. Develop a Marketing & Campus Climate Improvement Plan~~
- ~~2. Develop Diversity Committee Rack Card & Distribute~~
- ~~3. Market Diversity Themes via Student Giveaways~~
- ~~4. Order Posters & T-Shirts with Positive Cultural Unity themes~~
- ~~5. Collaborate with Student Affairs to Launch the “Mesa College Serenity Space” (14-403 set up & operational, fall 2018)~~
- ~~6. Launch Mesa “Lactation Room” to support students, faculty and staff who are nursing mothers~~
- 7. Design and Prepare a short Diversity Media Presentation for use at Dept., School or Senate Meetings
- 8. Develop a Diversity Awards Program recognizing those who have supported diversity on our campus
- 9. Create Multiple, Ongoing Communication Methods to Advance CDAIE's Mission --Diversity News Briefs, including Tips via E-Mail, Social Media, Campus Articles/Community Print & online Media, Heritage Days & Equity Rights Event Notices *(ongoing)*
- 10. Update Diversity Website/With Improved Relevance, Placement & Better Access from Mesa Website *(ongoing)*

1. Waverly
2. Claudia
3. Kim
4. Judy
5. Sue
6. Ryan
7. Michael B.
8. Jennifer
9. Lauren
10. Jacob
11. Dora

### Personal/Professional Learning Activities

- 1. Design a Diversity Development Plan for Employees Based on CDAIE Goals
- 2. Provide an Informational Table during each Student Welcome Week *(ongoing)*
- 3. Provide FLEX Workshops for Faculty, Staff, Students and Community Partners *(ongoing)*
- 4. Develop, Coordinate & Conduct Diversity Workshops, Cultural Competency Trainings & Other Events *(ongoing)*
- 5. Conduct SafeZone Trainings on campus *(ongoing)*
- 6. Conduct Cultural Unity Week, including Festival of Colors *(ongoing)*
- 7. Oversee and advise the Student Diversity Club & Provide a Table During Club Rush Week *(ongoing)*
- 8. Obtain Feedback/Evaluation at all Presentations, Trainings, Workshops & Use to Improve *(ongoing)*
- 9. Develop a Certificate Program and an Associate Degree Program in Cultural Competency/Proficiency

1. Veronica
2. Michael H.
3. Gloria
4. Kevin
5. Denise
6. Leslie
7. Thekimah
8. Sakeenah
9. Jacob
10. Jorge
11. Tanis
12. Whitney