

# The House that Diversity Built

*San Diego Mesa College*

# Mesa College Committee for Diversity Action, Inclusion & Equity

## Members

Administration	Classified	Faculty	Student Reps	Community Reps	Consultants
<ul style="list-style-type: none"> <li>P. Luster (<i>Ex-Officio</i>)</li> <li>C. Robertson</li> </ul>	<ul style="list-style-type: none"> <li>K. Branson</li> <li>G. Nematollahi</li> <li>K. Salas</li> <li>J. Szitta</li> <li>B. Terrell</li> <li>P. Vang</li> </ul>	<ul style="list-style-type: none"> <li>J. Carmichael</li> <li>M. Harrison</li> <li>L. Howard</li> <li>A. Kincaide</li> <li>R. Mongelluzzo</li> <li>C. Perkins</li> <li>W. Ray</li> <li>D. Rogers</li> </ul>	<ul style="list-style-type: none"> <li>S. Schrader</li> <li>J. Sundayo</li> <li>L. Wade</li> <li>M. Zeledon</li> <li>R. Abdi</li> <li>J. Lahbabi</li> <li>A. Motiwala</li> <li>R. Sinnawi</li> <li>E. Garibay</li> </ul>	<ul style="list-style-type: none"> <li>A. Buul</li> <li>A. Bruce</li> <li>O. Puentes-Reynolds</li> </ul>	<ul style="list-style-type: none"> <li>A. Avila</li> <li>A. Chan</li> <li>V. Gerace</li> <li>B. Hayes</li> <li>L. Heil</li> <li>G. Kim</li> <li>L. Maxey</li> <li>T. Mayasa</li> <li>L. Styles</li> <li>M. Temple</li> <li>M. Velez</li> </ul>

## Values

- We value our individual differences
- We value our universal similarities
- We value learning about each other
- We value being able to coexist harmoniously
- We value being inclusive of others in our lives
- We value cultural proficiency
- We value helping each other to succeed

## Vision

- That students, faculty and staff will feel supported, comfortable and included on campus
- That individually and institutionally our campus will strive toward cultural awareness, proficiency and practice
- That students, faculty and staff will actively include each other in all aspects of the campus community
- That diversity and inclusion will be embedded into the fabric of the college, including the structure, the curriculum and research
- That our campus community (*students, faculty and staff*) will be reflective of the larger community in terms of diversity measures

## Mission

- Work to ensure campus is supportive for all
- Educate campus community on benefits of diversity, cultural proficiency & inclusion
- Advocate for cultural proficiency
- Ensure diversity & inclusion are integrated into all aspects of the institution
- Support a diverse workforce and student body reflective of the community

## SERVICES

- Disseminating *Diversity New Briefs*
- Conducting Diversity Surveys
- Hosting Professional Development Workshops (*Including Flex Events*)
- Hosting Films /Discussions
- Providing Trainings (*e.g. SafeZone*)
- Supporting Student Clubs /Activities
- Advising Students
- Advising Faculty/Staff
- Overseeing Diversity Website
- Providing a Listing of Diversity Resources
- Advocating for CDAIE at Institutional Level

## GOALS

- To Support a Safe, Comfortable & Harmonious Campus Environment for Students, Faculty & Staff
- To Promote the Awareness and Benefits of Diversity, Cultural Proficiency & Inclusion
- To Endorse & Actively Support Equity Initiatives that Promote Inclusion & Success For Underrepresented Individuals & Diverse Groups
- To Advocate for & Actively Support the Incorporation of Diversity into the College Structure, the Curriculum & in Research
- To Canvass for a Campus Workforce that is Reflective of the Diversity of the Student Population

## EVENTS

- Annual Welcome Week Table** (*Fall*)
- Annual Cultural Unity Week** /Festival of Colors (*Spring*)
- Participation in Celebrations:**
  - Black History Month
  - Disability Awareness Month
  - Gracia Molina de Pick
  - Hispanic Heritage Month
  - LGBT Pride Parade
  - Martin Luther King Parade
  - Women's Museum Events
- Special Events, Films & Discussions**

OBJECTIVES (*See Year Specific*)

# Mesa College Committee for Diversity Action, Inclusion & Equity

## Organizational Subcommittee

- 1. Set Committee **Objectives for Next Calendar Year**
- 2. Obtain **Release Time for CDAIE Chair**
- 3. **Oversee Committee Efforts** in Marketing, Website Improvement & Personal/Professional Development
- 4. **Establish Liaisons** w/individuals or groups on/off-campus supporting Diversity, Equity, Inclusion & Success
- 5. **Establish Channels for Regular Communication** to all Constituents
- 6. Begin research on the establishment of a **Cultural Proficiency Program** at Mesa
- 7. **Establish Direction and Scope of Research** in Concert with Equity Initiatives
- 8. Analyze, Advise & Develop **Action Plans Integrating Research** Results (e.g., Student Survey or 2013-14 Climate Survey)

- | <i>Persons Responsible</i> |            |
|----------------------------|------------|
| 1.                         | Judy       |
| 2.                         | Maria Jose |
| 3.                         | Denise     |
| 4.                         | Olivia     |
| 5.                         | Aaron      |
| 6.                         | _____      |

## Marketing (& Improving the Campus Environment) Subcommittee

- 1. Develop a Marketing & **Campus Climate Improvement Plan**
- 2. **Update Diversity Website**/with Improved Relevance, Placement & Better Access from Mesa Website
- 3. **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)
- 4. **Establish a Student Serenity Space** on Campus Accessible to Everyone
- 5. Market Diversity Themes via **Student Giveaway items**
- 6. Design and **Prepare a short Diversity Media Presentation** for use at Dept., School or Senate Meetings
- 7. **Develop a Diversity Awards Program** recognizing those who have supported diversity

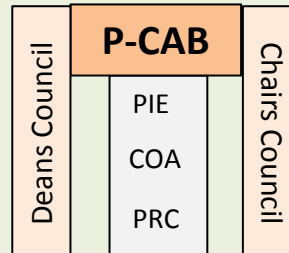
- |     |          |
|-----|----------|
| 1.  | Jackie   |
| 2.  | Laleh    |
| 3.  | Waverly  |
| 4.  | Lauren   |
| 5.  | Judy     |
| 6.  | Kim      |
| 7.  | Jennifer |
| 8.  | Sue      |
| 9.  | Aaron    |
| 10. | _____    |

## Services & Events for Personal or Professional Development Subcommittee

- 1. Develop a Personal & **Professional Development Plan**
- 2. Provide an Informational Table during **Student Welcome Week**
- 3. Develop & Coordinate **Film/Discussion Events**
- 4. Provide **FLEX Workshops** for Faculty, Staff, Students and Community Partners
- 5. Conduct **SafeZone Training** on Mesa Campus
- 6. Conduct a **Cultural Unity Week**, including Festival of Colors
- 7. Oversee & **Advise Student Diversity Club**
- 8. **Obtain Feedback**/Evaluation at all Presentations, Trainings or Professional Development Workshops

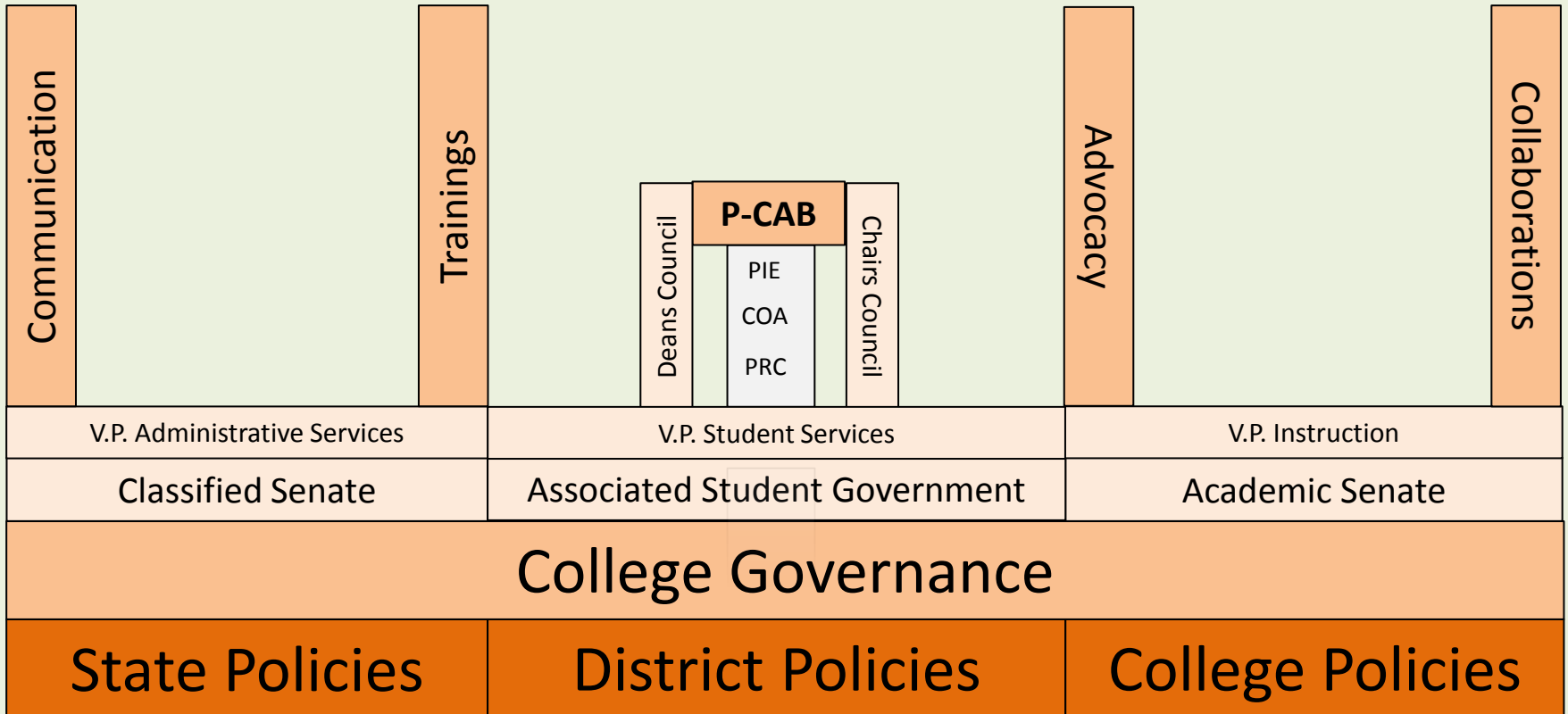
- |     |           |
|-----|-----------|
| 1.  | Sue       |
| 2.  | Denise    |
| 3.  | Veronica  |
| 4.  | Jackie    |
| 5.  | Olivia    |
| 6.  | Leslie    |
| 7.  | Michael   |
| 8.  | Charlotta |
| 9.  | Ryan      |
| 10. | Kevin     |
| 11. | Judy      |

# Laying the Foundation

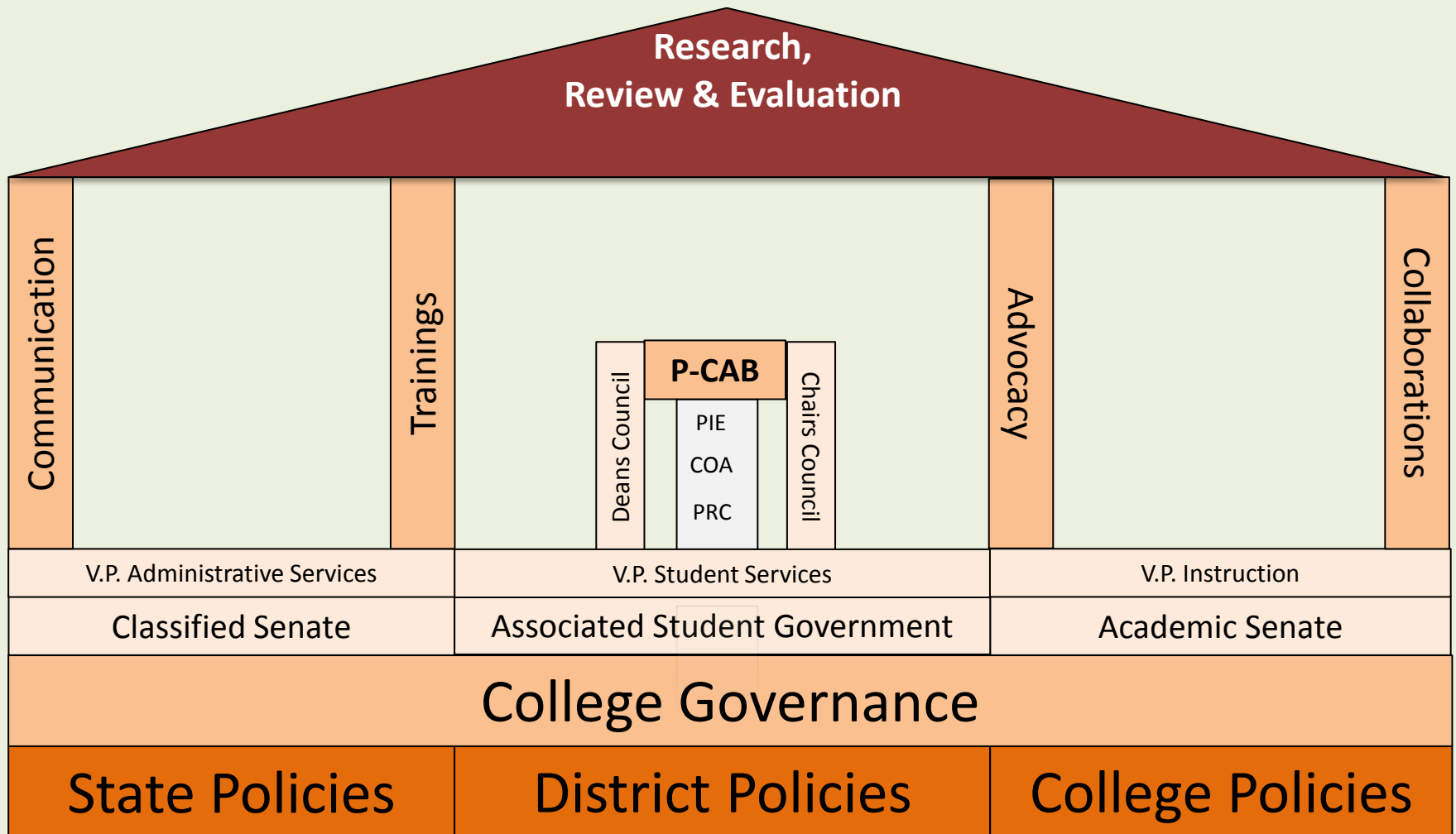


V.P. Administrative Services	V.P. Student Services	V.P. Instruction
Classified Senate	Associated Student Government	Academic Senate
<b>College Governance</b>		
<b>State Policies</b>	<b>District Policies</b>	<b>College Policies</b>

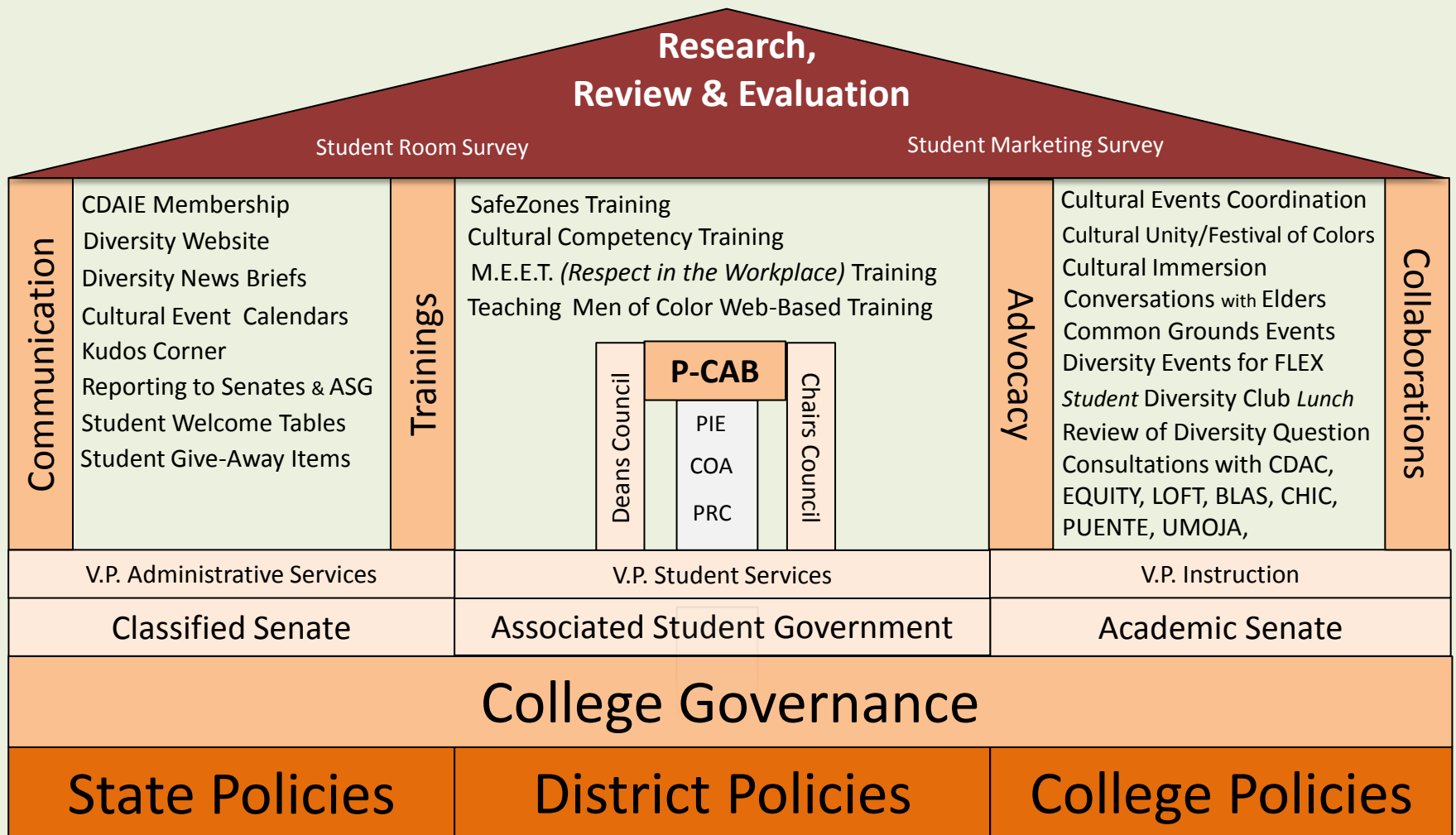
# Raising the Walls



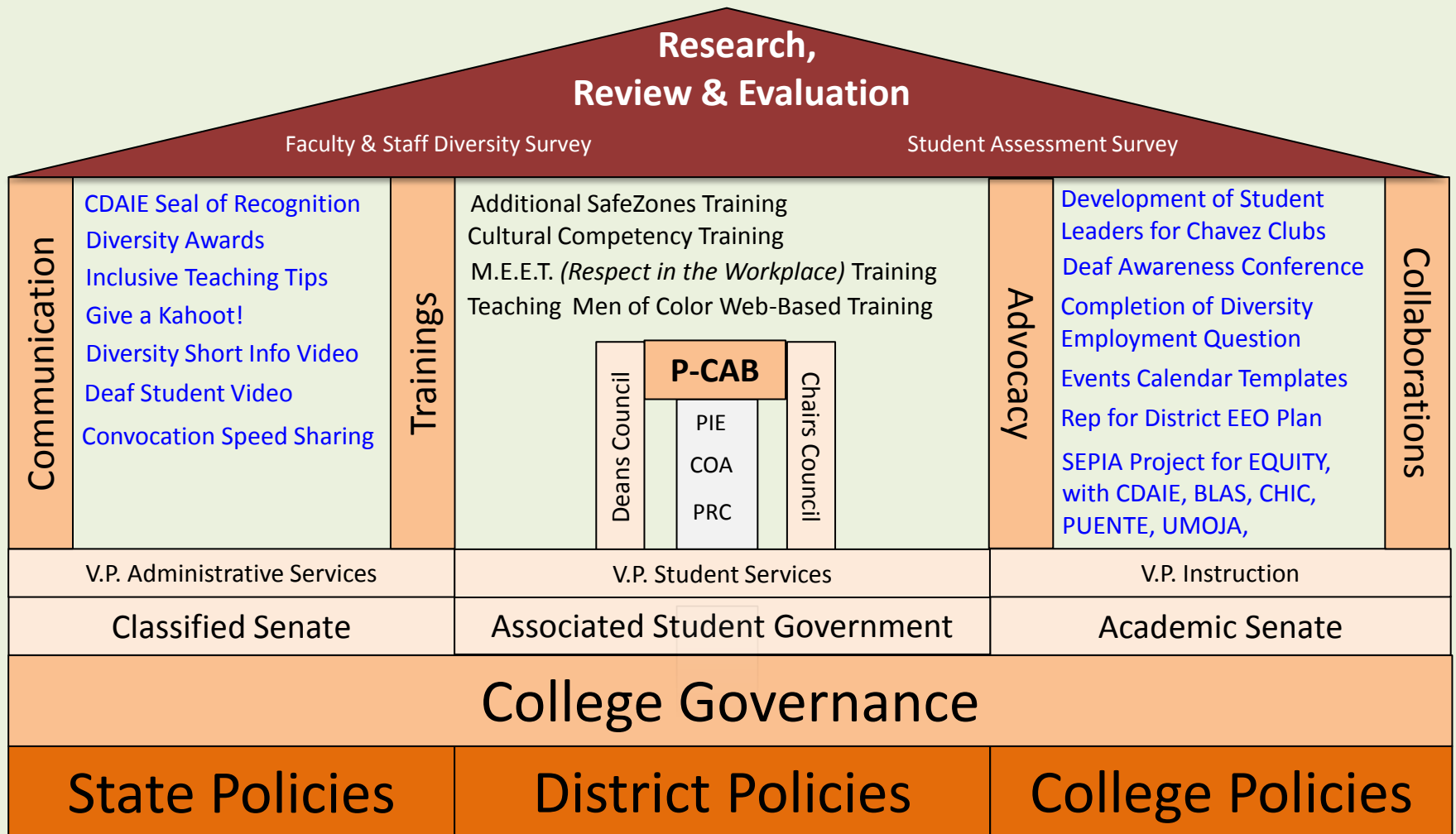
# Raising the Roof



# 2015-16 Additions to the Diversity House



# Future Diversity Additions





# Thank You For Helping



To Build this House We All Must Live in Together!