



Chairs Summary Report

Fall 2014

Foundational History

In response to changing demographics of students at Mesa College, the Diversity Committee was formed in 2009 following a request from then Mesa College President, Dr. Rita Cepeda. The Committee was initiated to increase cultural awareness and cultural competence among students, faculty and staff on campus. The President appointed Professor Donna Duchow, Mesa Site Compliance Officer at the time, as the first president of the Committee. In terms of institutional structure, the Diversity Committee reports directly to Mesa College President, Dr. Pamela Luster, via the President's Cabinet, and in line with shared governance, is also a standing reporting body to the Mesa College Academic Senate.

Mission/Vision Statement (*Redacted Version*)

The Diversity Committee's mission is to develop and implement a strategy for diversity, inclusion and equity which is active and aligned with Mesa's mission, vision and values. The Committee's overarching goal is to engage and support students, faculty and staff in the ongoing process of transforming our campus environment into one which we envision as safe, supportive, culturally proficient, globally inclusive and reflective of the larger San Diego community.

Modes of Conveying Information

As one of its initial projects, the Diversity Committee developed a *website*, intended to serve as "*a repository of knowledge/resources*" concerning diversity matters to which all constituents would have access¹. Secondly, the Committee set an objective of supporting a campus climate *survey* which would not only assist administrators in assessing and understanding some of the diversity concerns among employees on campus, but would also have the adjunctive consequence of conveying to faculty and staff that institutional stakeholders were interested in the issues relative to diversity faced by the campus workforce. The third mode of information delivery involves the *provision of workshops* or seminars, aimed at educating students, faculty and staff on issues relative to diversity². When appropriate these workshops have been designed to allow instructional faculty to use them in fulfillment of their "Flex" obligation, i.e., toward their mandated professional development requirements. To these main delivery modes have been added additional methods of acquiring and sharing diversity information. These include trainings, both print and visual media presentations and student giveaways. All modes of information conveyance have been effective in initializing a presence of the Committee on campus, expressing a concern and interest in diversity matters to students, faculty and staff and finally, beginning the task of ongoing education of all constituents on matters relevant to diversity.

The following is a *partial* list of specific activities developed, implemented and/or supported by the Mesa College Diversity Committee, since the Committee's inception, with full and active institutional support. These activities are vital learning support services which support equity, access and success for all students, but particularly for students who have been traditionally underrepresented, marginalized or misunderstood:

- Student/Faculty Workshop- *The Real Islam: Dispelling Myths about our Muslim Students, Staff & Faculty*, co-sponsored by the Council on American Islamic Relations & the Mesa Muslim Student Association, November 16, 2010
- Student *Diversity Awareness & Interest Survey*, 2011
- Faculty *Cultural Competency Development Training*, Dr. Jones, Jones & Associates, January 20, 2012
- Submission of Report: *Report to the Campus Diversity Advisory Council* (To assist in addressing deficiencies in the 2010 Cultural Climate Survey), March 5, 2013
- Produced Video: *Diversity Declaration*, for Diversity Website, 2014
- Student Workshop: *Inter-Cultural Dating*, February 13, 2014
- Festival of Colors: *A Week of Cultural Awareness & Unity Activities*, sponsored in collaboration with the Mesa Humanities Institute, (Annual)
- Tents of Truth: *Powerful & Provocative Discrimination Immersion Experiences*, sponsored in collaboration with the Mesa Humanities Institute, (Annual)
- Flex Workshop #79202: *Incorporating Diversity into the Curriculum*, August 14, 2014
- Diversity Survey: *Student Welcome Week Survey*, Fall 2014
- Student Giveaways: *Embrace Diversity Buttons*, Fall 2014
- Concerted Focus on Expanding Diversity Committee to be more inclusive of students, staff, and community partners and more representative of Mesa student population demographics. (The current Committee is approximately 36% White, 28% African American, 20% Latino/a, and 16% Asian, with 60% female and 40% male. One member is representative of our AMSL faculty). A work in progress!
- Submission of *Diversity Mini-Grant Application* in support of an Expanded Campus Diversity Marketing Campaign (Grant Funded)
- Stories That Heal/Poems That Reveal Series: *Confronting Stereotypes*, sponsored in collaboration with the Mesa Humanities Institute, October 2, 2014
- Stories That Heal/Poems That Reveal Series: *Children & Parenting*, sponsored in collaboration with the Mesa Humanities Institute, October 10, 2014
- Committee Member Attendance at District Professional Development Workshop: *Becoming More Culturally Competent: Challenges and Inclusive Practice*, Dr. Gallegos, Mesa, October 15, 2014
- Stories That Heal/Poems That Reveal Series: *From Three Fifths to Ferguson*, sponsored in collaboration with the Mesa Humanities Institute, November 10, 2014
- Student/Faculty/Staff Discussion Forum: *Common Grounds*, November 18, 2014
- Committee Member Attendance at District Professional Development Workshop: *Many Voices, One Tapestry: Celebrating Our Diversity*, Dr. Kotulski, City College, November 20, 2014
- Stories That Heal/Poems That Reveal Series: *It's About Family: for the Annual UMOJA Conference*, hosted by Mesa College's Mesa Academy/UMOJA Program and sponsored in collaboration with the Mesa Humanities Institute, Paradise Point, San Diego, November 22, 2014
- Student Giveaways: *Checklist for Success Bookmarks*, November 2014
- Committee Member Attendance: *SDSU'S SafeZones Training (In support of LGBTQIA students, i.e., students who are Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Allies³)*, SDSU, December 3, 2014

2014-15 Diversity Committee Goals & Objectives

The Diversity Committee has agreed upon 5 main goals and 28 specific objectives in the support of diversity, inclusion and equity on Mesa's campus. The 5 main goals are:

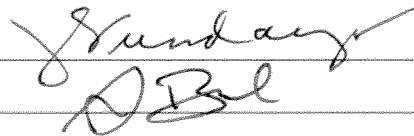
- 1) To support a safe, comfortable and harmonious campus environment for students, faculty and staff
- 2) To promote the awareness and the benefits of diversity, cultural proficiency and inclusion
- 3) To endorse and actively support equity initiatives that promote inclusion and success for underrepresented individuals and diverse groups
- 4) To advocate for and actively support the incorporation of diversity into the college structure, the curriculum and in research
- 5) To advocate for a campus workforce that is reflective of the diversity of the student population

The 28 specific objectives include:

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 for 2014-15
4. Apply for Grants to Fund Activities & Events / Establish a Budget
5. Oversee Committee Efforts in Marketing, Website Improvement & Personal/Professional Development
6. Establish Liaisons w/individuals or groups on/off-campus supporting Diversity, Equity, Inclusion & Success
7. Establish Channels for Regular Communication to all Constituents
8. Establish Direction and Scope of Research in Concert with Equity Initiatives
9. Analyze, Advise & Develop Action Plans for the Integration of Research Results (*e.g., Student Survey or 2013-14 Climate Survey*) into the college policies and practices
10. Develop a Marketing & Campus Climate Improvement Plan
11. Update Diversity Website/With Improved Relevance, Placement & Better Access from Mesa Website
12. Develop Diversity Committee Rack Card & Distribute
13. Establish Diversity Committee Newsletter & Disseminate Broadly at Regularly Established Intervals
14. Order items to Highlight Diversity & Establish Avenues of Dissemination, Including Student Giveaways
15. Establish a Room on Campus Accessible to Everyone for Reflection
16. Send out Diversity Tips via E-Mail at Regular Intervals
17. Publish Articles in campus and community Print Media as well as Online/Blog Posts, etc.
18. Disseminate Notices For Events Associated with Nationally Recognized Heritage Days & Equity Rights Days
19. Design and Prepare a short Diversity Media Presentation to share at Dept., School or Senate Meetings
20. Develop a Diversity Awards Program recognizing those who have supported diversity
21. Participate in SafeZone Training at SDSU
22. Design a Strategy for Personal/Professional Development Efforts on campus
23. Conduct SafeZone Training on Mesa Campus
24. Provide FLEX Workshops (*incl. Cultural Proficiency Events*) for Faculty, Staff, Students & Community Partners
25. Develop & Coordinate Film/Discussion Events
26. Conduct a Cultural Unity Week, including Tents of Truth & Festival of Colors
27. Obtain Feedback/Evaluation at all Presentations, Trainings or Professional Development Workshops
28. Provide Workshops aimed at Integrating Diversity into the Curriculum

These goals and objectives have been planned in disclosure of all constituents and have full institutional support. They build on the excellent Diversity Committee track record thus far and seek to expand influence and effectiveness for the furtherance of diversity, inclusion and equity at San Diego Mesa College.

Judy Sundayo, Ph.D., Diversity Committee Co-Chair, 2014-15



Abdimalik Buul, Diversity Committee Co-Chair, 2014-15



¹ Mesa College Diversity Committee Minutes, November 6, 2009

² Mesa College Diversity Committee Minutes, April 9, 2010

³ San Diego State University's Safe Zone Training Manual, 2012 Edition