

# Inclusion, Diversity, Equity and Anti-Racism Committee (IDEA) – Meeting Minutes

## San Diego Miramar College

October 6, 2023 • ZOOM • 12:30pm

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**Members Present:** Najah Abdelkader, Kristine Custodio Suero, David Castañeda, Ali Gonzalez, Chantal Hernandez, Hailey Hua, Nessa Julian, John Kim, April Koch, David Mehlhoff, Claudio Nevell, Judy Patacsil (*proxy for Laura Gonzalez*), Neal Ruiz, Sharilyn Wilson (*proxy for Bill Pacheco and Jeanette Moore*), Bear Wolf

**Vacancies:** Administrator Designee (1), Classified Designee (1)

**Guests:** Allison Douglas-Chicoye, Claudia Estrada-Howell, Kaanchan Farkiya, Sonia Gutiérrez, Joseph Hankinson, Danish Khan, Heather Paulson

**A. Call to Order**

- Meeting called to order at 12:32pm

**B. Approval of Agenda and Minutes**

- Agenda approved by consensus
- September 1, 2023 minutes not reviewed

**C. Committee Reports/ Other**

- None

**D. New Business:**

#	Item
1	Welcome & Introduction of Appointed New Members <ul style="list-style-type: none"><li>• Welcome to our new student members: Claudio Nevell, Hailey Hua, and Neal Ruiz</li><li>• Welcome to our new faculty members: Kristine Custodio Suero (BTCWI Designee) and David Castañeda (Liberal Arts Designee).</li></ul>
2	<u><a href="#">Advisories for Affinity Groups</a></u> <ul style="list-style-type: none"><li>• Email was sent out to the DL with an invitation to “join an Advisory Group to support the LEAD Office in reviewing and developing strategies to support the success of students who identify as: Black or African American; Latina/o/e/x; Asian American Pacific Islander; and Native American and Indigenous.”</li><li>• Meetings will take place 1-2 times per month.</li><li>• Goal is to strengthen campus efforts to support these student groups.</li></ul>
3	BIPoC ERG <ul style="list-style-type: none"><li>• Miramar’s Employee Resource Group (ERG) for Black, Indigenous, and People of Color (BIPoC) employees will be holding a virtual Meet and Greet on October 13th from 12:30 – 1:30 pm via <a href="#">Zoom</a>.</li></ul>

4	<p>Concerns Regarding Retention of Diverse Faculty</p> <ul style="list-style-type: none"> <li>• IDEA committee received a request from Academic Senate to place this on the agenda as a discussion item.</li> <li>• Discussion of concerns regarding the attrition rates of diverse faculty members (including tenured and tenure-track employees, both classroom and non-classroom).</li> <li>• Multiple faculty of color have recently left Miramar for other locations in the district or other local community colleges.</li> <li>• How can our campus and district do more to recruit, support, and retain a diverse faculty body? How can we best support each other?</li> <li>• Topic will be a subject of further discussion at the Employee Resource Group meeting, Equity Summit, Academic Senate, and President’s Cabinet.</li> </ul>
5	<p>EEO Plan for SDCCD</p> <ul style="list-style-type: none"> <li>• Revised District EEO Plan due in October</li> <li>• Among the suggestions/revisions for more equitable hiring: updating marketing, revising applicant requirements, removing identifying information from applications, prioritizing lived experiences.</li> <li>• Once approved, plan will be distributed and published on District EEO website.</li> </ul>
6	<p>Equity Definition &amp; Systemic Impact Signs</p> <ul style="list-style-type: none"> <li>• Suggestion to create and distribute signs/posters featuring our equity definition and framework. (<a href="#">Example shared from Cuyamaca College</a>)</li> <li>• Discussion of other ways to infuse equity into our work and highlight our equity commitments, including: <ul style="list-style-type: none"> <li>○ Diversity pledge</li> <li>○ Syllabus statements</li> <li>○ Reviewing our equity definition before governance/committee/department meetings.</li> <li>○ Highlighting our equity definition in our new student orientations.</li> <li>○ Buttons/links for Canvas shells and emails signatures</li> <li>○ Creating one centralized place on our website for sample syllabi statements/icons/etc.</li> <li>○ Promoting our reporting/complaint mechanisms (through our site compliance officer), so that more students are aware of where to go with concerns.</li> </ul> </li> <li>• Committee will solicit interest re: creating a task force to address these suggestions and draft an Equity Definition sign.</li> </ul>
7	<p><a href="#">NCORE Call for Papers</a></p> <ul style="list-style-type: none"> <li>• NCORE has put out a call for papers/proposals for the 2024 conference.</li> <li>• Proposal Submission Deadline: December 18, 2023</li> <li>• Presenters must be registered to attend NCORE 2024. You may register after your</li> </ul>

	proposal is selected for presentation
<b>8</b>	<p>Requests for Funding for Campus Events</p> <ul style="list-style-type: none"> <li>• To streamline request process, Committee will create a form to submit requests/proposals for campus events.</li> <li>• Reviewed existing requests and <b>approved</b>: <ul style="list-style-type: none"> <li>○ \$200 for “Hearing Marginalized Voices” presentation and discussion on Thursday, November 9, 2023 (Contact: Bear Wolf).</li> <li>○ \$400 for Black History Month poetry event on Wednesday, February 21, 2024 (contact: Bear Wolf and the Miramar Black Student Union).</li> </ul> </li> <li>• Held a proposal for screening “The Doctrine of Discovery” by Steven Newcomb (contact Judy Patacsil).</li> </ul>

**E. Old Business:**

#	Item
<b>1</b>	<p>Academic Senate Resolution</p> <ul style="list-style-type: none"> <li>• Submitted to the AS on <a href="#">October 3, 2023</a></li> <li>• Support for .4 reassigned time for the faculty DEIA lead on each campus</li> </ul>
<b>2</b>	<p>Budget Funding Allocations &amp; Discussion</p> <ul style="list-style-type: none"> <li>• See New Business item #8 above</li> </ul>
<b>3</b>	<p>Diversity, Equity, Inclusion, and Accessibility (DEIA) Institute Report</p> <ul style="list-style-type: none"> <li>• Event attended by Chantal Hernandez, Pablo Martin, Michael Odu, Judy Patacsil, and Sharilyn Wilson September 21-22, 2023.</li> <li>• Attendees will meet to debrief and present a summary of the event.</li> </ul>
<b>4</b>	<p><a href="#">Equity Summit</a> (October 26-27, 2023)</p> <p>A. Updates</p> <ul style="list-style-type: none"> <li>• Third annual summit – as in previous years, Thursday night event will be community-focused, while Friday event will be primarily for the campus.</li> <li>• Keynote speaker: Dr. Daisy Gonzales, Deputy Chancellor of the CCCC</li> <li>• Will explore concept of <i>servingsness</i> and how it relates to our annual theme of “Cultivating Community and Making the Invisible, Visible”</li> <li>• RSVP <a href="#">here</a></li> </ul> <p>B. Planning</p> <ul style="list-style-type: none"> <li>• Please contact Nessa Julian and Judy Patacsil if you are interested in being involved with the planning group for this event.</li> </ul>

5	<p>Events for September &amp; October: Information &amp; Reports</p> <ul style="list-style-type: none"> <li>• April Koch: “La Malinche in Art” ~17 attendees</li> <li>• Sonia Gutiérrez: Latinx Heritage &amp; Filipinx Voices event ~35 attendees</li> <li>• Bear Wolf: Several exciting new creative endeavors are launching on campus, including: Muses Club, a virtual gallery of student art, and monthly open mic events.</li> <li>• Judy Patacsil: Film/Discussion: “Savage Acts” ~30 attendees</li> </ul>
6	<p>Future Planning (November &amp; Spring Semester)</p> <ul style="list-style-type: none"> <li>• Tabled for time</li> </ul>
7	<p>Grants Updates (NASSP/CREATE/AANHPI)</p> <ul style="list-style-type: none"> <li>• Tabled for time</li> </ul>
8	<p>IDEA Task Forces: Updates</p> <ul style="list-style-type: none"> <li>A. Ethnic Studies <ul style="list-style-type: none"> <li>• No report</li> </ul> </li> <li>B. Puente Program Exploration <ul style="list-style-type: none"> <li>• Ali Gonzalez reported that the task force has reached out to the Puente Project and received info on how to launch a program at the campus level.</li> <li>• Next step: site visit at Mesa to gather information on their Puente program.</li> </ul> </li> <li>C. Umoja Program Exploration <ul style="list-style-type: none"> <li>• No report</li> </ul> </li> </ul>

**F. Announcements**

- None

**G. Adjourned**

- Adjourned by consensus at 2:04pm

**H. Next Scheduled Meeting**

- Friday, November 3, 12:30pm via Zoom