

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

## San Diego Miramar College

November 3, 2023 • ZOOM • 12:30pm

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**Members Present:** Najah Abdelkader, David Castañeda, Claudia Estrada-Howell, Ali Gonzalez, Nessa Julian, John Kim, April Koch, Jeanette Moore, Judy Patacsil (*proxy for Laura Gonzalez, David Mehlhoff, Marcia Sawyer*), Sharilyn Wilson, Bear Wolf

**Members Absent:** Kristine Custodio Suero, Chantal Hernandez, Hailey Hua, David Mehlhoff, Claudio Nevell, Bill Pacheco, Neal Ruiz, Marcia Sawyer

**Vacancies:** Classified Designee (1)

**Guests:** Kanchan Farkiya, Michael Yee

### A. Call to Order

- Meeting called to order at 12:32pm

### B. Approval of Agenda and Minutes

- MSC (Kock/Abdelkader) to approve the November 3, 2023 meeting agenda (0-Nayes, 0-Abstentions)
- October 6, 2023 minutes not reviewed

### C. Committee Reports/ Other

- None

### D. New Business:

#	Item
1	<p>EEO Efforts</p> <ul style="list-style-type: none"><li>• The committee reviewed a PowerPoint presentation on "<a href="#">Diversity, Equity, and Inclusion in the Recruitment of Employees at Miramar</a>".</li><li>• Questions/discussion re: President's level of involvement, union approval, process when specific demographic/tribal connections are integral to the position, the "homegrown pipeline".</li><li>• How do we approach onboarding and retention, after we've successfully recruited these diverse employees?</li></ul>
2	<p>Reflections on 2023 Equity Summit</p> <ul style="list-style-type: none"><li>• <a href="#">Equity Summit Slide Deck</a></li><li>• Note: There were/will be substitutions &amp;/or rescheduling of the sessions that were skipped due to time constraints.</li><li>• Overall positive feedback, especially for the keynote speaker and the student panel.</li></ul>
3	<p>Requests for Funding for Campus Events</p> <ul style="list-style-type: none"><li>• Reviewed and <b>approved</b>:</li></ul>

	<ul style="list-style-type: none"> <li>○ \$200 for a Diwali Celebration to be held on Thursday, November 30 in K1-107, from 12:00-2:00pm (Contacts: Gonzalez/Chhabra/Farikya)</li> <li>• Wilson will send out draft event request form and event tracking spreadsheet to the committee for feedback.</li> <li>• Committee will also discuss creating a set of standards for requests, to ensure our funds are being spent equitably and are well-distributed throughout the academic year.</li> </ul>
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**E. Old Business:**

#	Item
1	<p><a href="#">Academic Senate Resolution</a> Update</p> <ul style="list-style-type: none"> <li>• First read at the AS on <a href="#">October 3, 2023</a></li> <li>• Second read and approval at the AS on <a href="#">October 17, 2023</a></li> <li>• Support for .4 reassigned time for the faculty DEIA lead on each campus</li> </ul>
2	<p><a href="#">Advisories for Affinity Groups</a></p> <ul style="list-style-type: none"> <li>• Promoted via email and also via QR code at the Equity Summit.</li> <li>• Sign ups are still open for this chance 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>• Group members do not have to identify as part of these groups; must just be willing to support and work towards student success.</li> <li>• President’s Office has also expressed an intention to more formally support Employee Resource Groups (potentially including funding).</li> </ul>
3	<p>Events for October (Updated Reports)</p> <ul style="list-style-type: none"> <li>• Latinx Heritage Month events – CCAP Latinx/Filipinx voices; poetry reading; collaboration with Outreach office.</li> <li>• Filipino History Month events - Break dancers (Student Affairs); several films; 10/13 “Out of the Boondocks” PBS community event (over 200 participants!); 10/25 “Talking Story” collaboration with Palomar College.</li> </ul>
4	<p>Future Planning (November &amp; Spring Semester)</p> <ul style="list-style-type: none"> <li>• Planning for Black History Month – Professor Starla Lewis (District supported)</li> <li>• Native American History Month <ul style="list-style-type: none"> <li>○ Flyer from Nessa – Two Spirits documentary, Flag Raising ceremony, Doctrine of Discovery (Steven Newcomb), Poetry Reading</li> </ul> </li> <li>• 11/9, 12-1:30pm Zoom/L-105 - Words of the Prophets (Off-Broadway Production)</li> </ul>

5	<p>Grants Updates (NASSSP / CREATE/ AANHPI)</p> <ul style="list-style-type: none"> <li>• AANHPI - Year 1-2 Population &amp; Budget Report (due at the end of the year): New reporting module, can use as a guide for what data to collect/analyze for coming years. Reporting on services accessed, disaggregated ethnic groups, etc.</li> <li>• SEA Annual Report Overview</li> <li>• CREATE – Schedule and save the dates coming soon.</li> <li>• NASSP – Cohort of 15 students; elder-in-residence almost hired. “For us, by us” philosophy.</li> <li>• Spring – Professor Wolf teaching an English 105 class with a focus on indigenous literature.</li> </ul>
6	<p>Signs/Strategic Planning/Systemic Impact</p> <ul style="list-style-type: none"> <li>• Tabled for time – will include at top of agenda for our next meeting.</li> </ul>
7	<p>Task Forces of IDEA: Any Updates</p> <ul style="list-style-type: none"> <li>• Ethnic Studies <ul style="list-style-type: none"> <li>○ Students are saying they don’t see themselves reflected in our curriculum.</li> <li>○ 15 ethnic studies courses in Spring 2024</li> </ul> </li> <li>• Puente Program Exploration <ul style="list-style-type: none"> <li>○ Meeting rescheduled; more info to come</li> </ul> </li> <li>• Umoja Program Exploration <ul style="list-style-type: none"> <li>○ VP Odu and BSU VP Jones attending UMOJA conference this week.</li> </ul> </li> </ul>

#### F. Announcements

- November 15<sup>th</sup>: April Koch will be doing a presentation on Contemporary Children’s Literature

#### G. Next Scheduled Meeting

- Friday, December 1<sup>st</sup> 2023 – planning for hybrid meeting so that folk can eat lunch together.

#### H. Adjourned

- Adjourned by consensus at 2:04pm

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#### **\*San Diego Miramar College 2020 – 2027 Strategic Plan Goals**

I: Pathways – Provide student-centered pathways that are responsive to change and focus on student learning, equity, and success

II: Engagement-Enhance the college experience by providing student-centered programs, curriculum, services, and activities that close achievement gaps, engage students, and remove barriers to their success

III: Organizational Health-Strengthen Institutional Effectiveness through planning, outcomes assessment, and program review processes in efforts to enhance data-informed decision making

IV: Relationship Cultivation - Build and sustain a college culture that strengthens participatory governance, equity efforts, and community partnerships

V: Diversity, Equity, and Inclusion (DEI)-Build an environment that embraces diversity, equity, inclusion, Anti-Racism, and social justice for the benefit of the college community

#### **\*\* ACCJC Accreditation Standards (Adopted June 2014):**

I. Mission, Academic Quality and Instructional Effectiveness, and Integrity

II. Student Learning Programs and Support Services.

III. Resources.