San Diego Miramar College | Inclusion Diversity Equity Antiracism (IDEA) Committee

Meeting Minutes
Wednesday, September 17, 2025
12:40-1:40pm
I-127

Approved October 10, 2025

Members Present: Sara Agonafer, Carmen Carrasquillo (*proxy for Wolf*), Claudia Estrada-Howell, Nessa Julian, John Kim, April Koch, Khaliah-Yasmeen Mangrum, Dianika Moore, Heather Paulson, Marcia Sawyer, Sharilyn Wilson,

Members Absent: Angela Boyd, Veronica Dayag, Adrian Gonzales (*ex officio*), Ali Gonzalez, Joseph Hankinson, Bill Pacheco, Bear Wolf

Guests: Maribel Flores, Chloe Garcia, Lucia Napolez

I. Call to Order
   - Meeting called to order at 12:41pm by co-chair Carrasquillo
II. Approval of Agenda
   - <u>MSC</u> (Paulson/Mangrum) to approve the agenda as presented. (0-Nays; 0-Abstentions)
III. Approval of September 12, 2025 Minutes
   - <u>MSC</u> (Kim/Koch) to approve the minutes as presented. (0-Nays; 0-Abstentions)
IV. Land Acknowledgement
V. Action Items
   - Standing Committee Report Form (Carrasquillo)
     – Form requires reporting on goals (outcomes) and objectives (actions)
     – Potential goals from the last meeting were reviewed, with the intent to pick a few to focus on this term/year.

- Goal: Increase coordination/collaboration with other groups; guide professional development and campus enrichment around DEIA.
  - Suggested objective: Have all members take responsibility to "monitor" a committee (by attending and/or reviewing minutes to help identify opportunities for collaboration or input).
  - Suggested objective: Hold time every IDEA meeting for report outs (add to agenda as a standing item). In addition, examine our existing governance structure to figure out how information flows.
- Goal: Support cohort-based learning, in connection with the Student Equity Plan
  - Suggested objective: Explore a task force, workgroup, or other mechanisms for assessment (e.g., working with Research Team to develop valid instruments).
  - Suggested objective: Involvement in activities related to the potential launches of Puente and Umoja programs.
- Goal: Improve student access to course & protect low-enrolled courses
  - (Discussion held for time; to be discussed at future meetings)
- Student Journey Map (Julian)
  - Development of this map was driven by Student Success Committee (SSC), with the intent of examining student success across the entire student journey.
  - The SSC collaborated with PIER to gather data
  - The map will be shared to students through many avenues, including in the Resource Guide, via Counseling offices, etc.
  - The map will also be reviewed by ASG to gather student input
  - Discussion around how the Map can be tied to data collection – are there points in the student journey that naturally lend themselves to data collection and analysis?
  - Suggested addition of an icon to visually differentiate between "required" and "recommended" steps on the journey

VI. Discussion Items
- Process for Guest Speakers: Dates & Rubric (Wilson)
  - Wilson presented the draft Funding Request Form and Scoring Rubric . Committee agreed to use these for event planning this year.
  - **Next Steps**: Plan out timeline and scoring meeting
- Equity Summit – October 24, 2025 (Julian)
  - Save the date!

- – This year, the planning group is trying a different format, with the goal of making the Summit more collective and interactive.
        - – Any suggestions or ideas, please email Julian and Carrasquillo.
    - Land Acknowledgement (Mangrum)
        - – The Committee continued its discussion around the abbreviated version of Miramar's Land Acknowledgement.
        - – Key questions include: what kind of student input was involved? Was there any outreach to the broader NAIS community?
        - – One place to start is with changing the initial sentence to reflect all the local band/tribes, not just the Kumeyaay. E.g. "San Diego Miramar College resides on the ancestral lands of the Kumeyaay, Luiseño (Payomkawichum), Cupeño (Kuupiaxchem), and Cahuilla tribes."
        - – Members also pointed out that the Land Acknowledgement is a living document, and its purpose is to be educational. We also want to avoid it being a performative act – there should be true action behind it.
        - – Is a shorter version possibly more impactful in some cases? Do people "tune out" when listening to the full version?
        - – **Next Steps**: Carrasquillo will bring the request to modify the first sentence to the College Council.
        - – **Next Steps**: The Committee will add "Review of Land Acknowledgment" as a goal or objective to our Committee Reporting Form.

VII. Reports & Updates
    - N/A
VIII. Other
    - N/A
IX. Adjourn
    - Adjourned by consensus at 1:42 pm.