



Welcome to the 2026

SAN DIEGO MIRAMAR COLLEGE

EQUITY SUMMIT

ROOTED
in
COMMUNITY



FRIDAY, OCTOBER 2, 2026

10:00 AM – 2:00 PM

FLEX #: 35586



Laying the Groundwork

WELCOME

EQUITY SUMMIT WORKGROUP

- Ashlee Lain
- Carmen Carrasquillo
- Diana Solares
- Ivan Valdovinos-Gutierrez
- Juan Reynoso
- Katie Burns
- Lucy Gates
- Maribel Flores
- MaryAnn Guevarra
- Sharilyn Wilson

INTERPRETERS

- Daniel Candido and JoJo Sullivan

FACILITES TEAM

CATERING TEAM

A decorative graphic on the left side of the page. It features a tree with a brown trunk and green leaves, growing out of a dark brown soil layer. The roots of the tree are visible, extending into the soil. Above the tree, there is a stylized sunburst or starburst graphic with several rays in shades of blue and yellow.

Schedule

9:30 AM - 9:55 AM NOURISHING OUR ROOTS (BREAKFAST)

10:00 AM - 10:10 AM LAYING THE GROUNDWORK (WELCOME & INTRODUCTION)

10:10 AM - 10:15 AM GROUNDED IN RESPECT- HONORING KUMEYAAY LAND & PEOPLE

10:15 AM - 11:15 AM ROOTED IN COMMUNITY: CULTIVATING BELONGING, DIALOGUE, AND ACTION (KEYNOTE WITH DR. MOHAMMED SORIANO-BILAL)

11:15 AM - 11:25 AM BREAK/TRANSITION

11:25 PM - 12:25 PM BRANCHING OUT: LEARNING IN COMMUNITY (BREAKOUT SESSIONS)

12:25 PM - 1:15 PM NOURISHING OUR ROOTS (LUNCH)

1:15 PM - 1:45 PM PLANTING SEEDS FOR EQUITY & BELONGING (ACTIVITY)

1:45 PM - 2:00 PM GROWING FORWARD TOGETHER (CLOSING)



Land Acknowledgement

We recognize that San Diego Miramar College sits on the ancestral homeland of the Kumeyaay, Luiseño, Cupeño, and Cahuilla tribes, who have lived in this area for well over 10,000 years, and we honor their past, present, and future connection to this land and its inherent connection to their identity.

We acknowledge our occupation of unceded Kumeyaay land and the violent systemic injustices this has continuously perpetuated for Native peoples of this region. We pay respect to the Indigenous people of San Diego County – past, present, and future – and honor their continuing presence in their homeland and their spiritual beliefs that land does not belong to people; people belong to land.

We also acknowledge that this is merely the beginning, and there is far more work to be done in an attempt to heal all of the injustices and inequities that still exist today and throughout their entire historical diaspora. We commit to moving forward together.



*"Indigenous Education is coming
to know the self through a
relationship with place."
-Dr. Gregory Cajete*



Grounded in Respect

From acknowledgement to practice . .

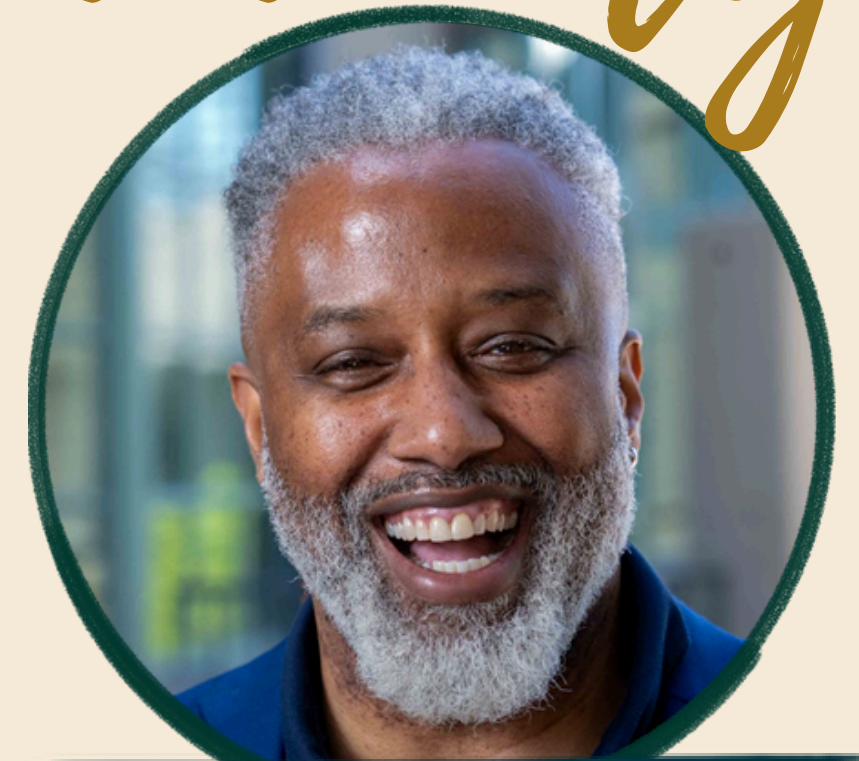
- Support Miramar's Native American Student Support Program
- Support local Native and/or Tribal organizations
 - Southern Indian Health Council
 - SDSU Native Resource Center
 - UCSD Intertribal Resource Center
- Include Indigenous voices in the curriculum
 - Ethnohistorical Context, Place-Based, Relevant
- Advocate for AB 1881, California Indian Freedom Act, 2026
- Advocate for AB 2218, Water Policy for CA. Native Tribes, 2026
- Engage with history, Native student perspectives and more on the interactive, self-study module on LEAD's Creating a Meaningful Land Acknowledgement site





Rooted in Community

- BELONGING STRATEGIST, EDUCATOR, AND ORGANIZATIONAL CHANGE LEADER WITH EXPERTISE IN ADVANCING EQUITY, INCLUSION, AND INSTITUTIONAL TRANSFORMATION.
- HAS PARTNERED WITH FORTUNE 500 COMPANIES AND LEADING UNIVERSITIES, INCLUDING GOOGLE, LINKEDIN, YALE, BOSTON COLLEGE, AND TEXAS A&M, TO REMOVE BARRIERS TO INNOVATION AND GROWTH.
- WIDELY RECOGNIZED AS A FORMER CAST MEMBER ON MTV'S THE REAL WORLD: SAN FRANCISCO AND AN ADVOCATE FOR SOCIAL JUSTICE AND COMMUNITY BUILDING.
- AWARD-WINNING POET, MUSIC PRODUCER, AND FILMMAKER WHO HAS COLLABORATED WITH ARTISTS SUCH AS SANTANA, PUBLIC ENEMY, DE LA SOUL, AND BEN HARPER.
- EARNED AN ED.D. FROM UC BERKELEY, RESEARCHING HOW NETWORKS INFLUENCE HIGHER EDUCATION LEADERS IMPLEMENTING ORGANIZATIONAL CHANGE.
- FORMER DIRECTOR OF IDEAL ADVANCEMENT AT STANFORD UNIVERSITY, LEADING INITIATIVES FOCUSED ON BELONGING, EQUITY-CENTERED PRACTICE, AND INCLUSIVE TALENT DEVELOPMENT.
- CURRENTLY SERVES AS DEAN OF RETENTION AND PERSISTENCE AT THE UNIVERSITY OF SAN FRANCISCO, CHAMPIONING STUDENT SUCCESS, ENGAGEMENT, AND PERSISTENCE.



**Dr. Mohammed
Soriano Bilal**



Conjure

If I conjure up your name
Will it rearrange change
All the meaning and the ways that they ignite your flame?
Should I leave it as an extra ordinary inner space dwelling
Quelling all the rules of race
Telling people to face God
Your face is God, God
Don't find it so hard, Nah
See it's amazing Grace
Amazing taste, and what an amazing place
Think of the things we could create
Replace the opportunity to deface hate— wait!
I'm hurrying up
And when I'm done, we could bury it up
Then from the ashes will arise the fiery Phoenix.
It's like the flowers that have grown in the soils of Auschwitz
Watch it like TV

And think of all the ways you could change the energy
Change the electricity— trajectory
Change your own insincerity
And we rise like the most beautiful thought
And look down on what negativity wrought
And I can see what they taught you— you bought
So let it go
Cause it ain't your fault
And did you know we could do anything?
We can hide inside a ray of sunlight and sing
We can disappear reappear just to appeal like we were here
When we weren't actually there
It's like a matter of fact, a matter of truth, the matter of proof
That in reality we constitute LIGHT and SPACE
And when they want to nail us down
They call us, gender, sexuality, ability, race.

The Art of Vibrant Living

How to find purpose in an age of uncertainty.

Howdy!

Dr. Mohammed Soriano-Bilal, MBA

Dean of Retention & Belonging, University of San Francisco

Humanist & beatboxer & kombucha maker

Six steps

01 Know Yourself

02 Commonalities

03 Judge Not

04 Learn & Teach

05 Explore & Expand

06 Light, Grace & Gratitude

01

Know Yourself

You cannot be comfortable with others if
you are not comfortable with yourself.

Born in DC

Born in DC
the middle of three seeds
raised in a black nationalist community— Muslim
Vegetarian, my diet was varying
By the time I hit San Francisco
In my stomach beef was buried in
Eleven when found heaven in beats unsettling
Harder than bread unleavened and
Called the N-word for the first time
Felt like a landmine
Only found solace with my first rhyme
Sibling love like giggling drugs

Light flickering bugs
I give my two sisters big wiggly hugs
San Francisco the city that gay and happy each day
And more kuta-coti comes our way.
Yo college was dope
In college I'm broken.
Did I enter into the field I studied in college— nope
Well (MTV) Real World sucks
Like buttoned up shirts and Dockers tucked,
and Puck
I got y'all stuck— What's up
Born in DC

DO THIS NOW

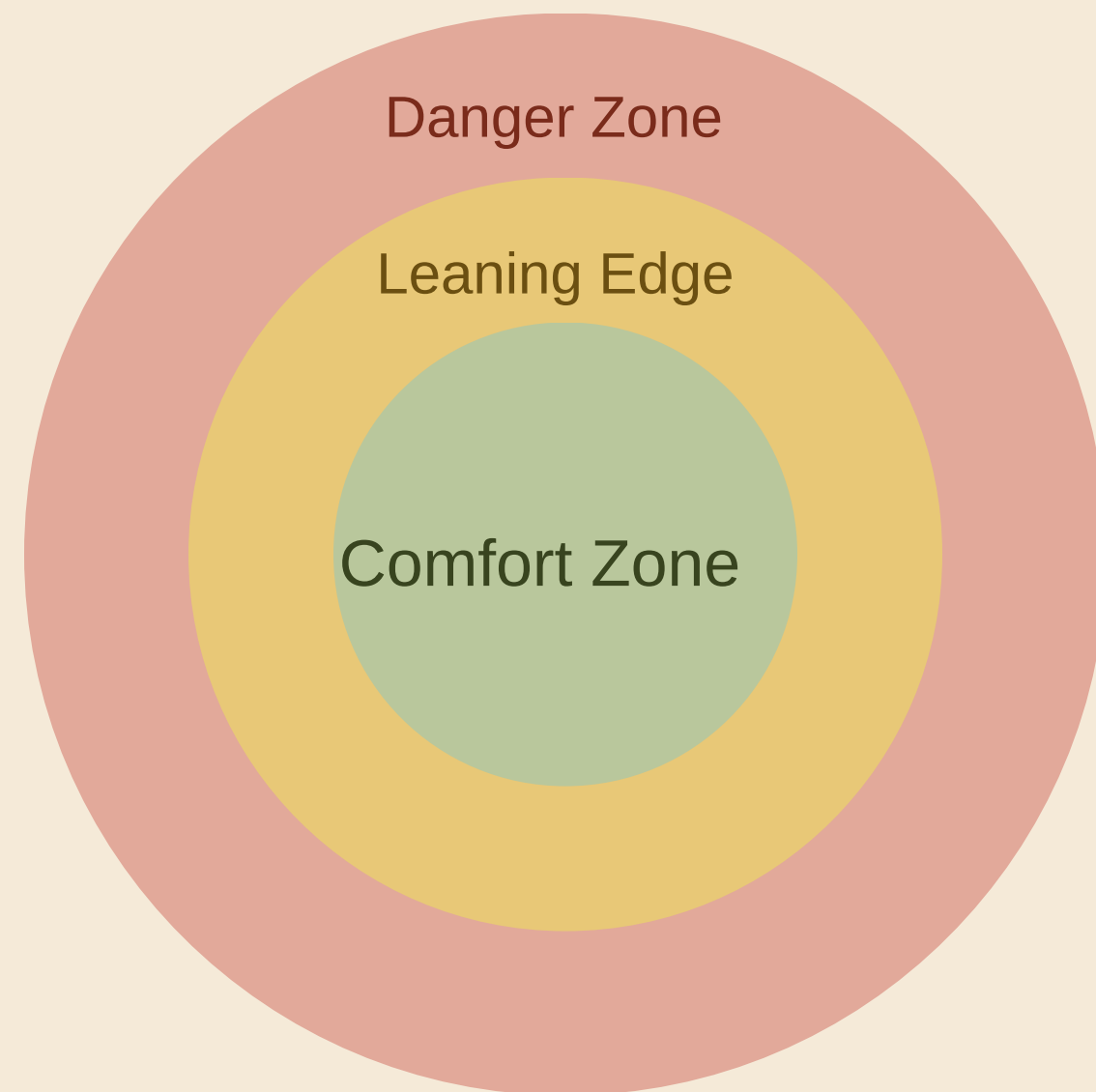
Values Affirmation

Take 30 seconds. Think of one value you live your life by.

Turn to the person next to you, behind you, in front of you. Tell them your name and your value.

Actively listen to theirs. Say back: *thank you for sharing your values with me.*

Brave space, safer space



Brave Space

Courage is the flipside of vulnerability.

Safer Space

Is any space 100% safe?

02

Commonalities

Find connections beyond difference.

An unprecedented pace of change

Globalization

Economies, labor and culture reorganized faster than institutions can absorb.

Demographics

Who is in the room, and who expects to be, is changing inside a single generation.

Source: Othering & Belonging Institute, UC Berkeley

Environment

A climate that makes the future feel negotiable, and home feel provisional.

Technology

Attention, identity and truth all mediated by systems nobody voted for.

Breaking and bridging

Breaking

Threat — a deep fear of other groups that makes it easier to accept false stories of "us vs. them."

Bridging

Opportunity — a call to imagine and work toward a larger, more inclusive "we."

Source: Othering & Belonging Institute, UC Berkeley

Dimensions of belonging

Shared identity

Shared destiny

Shared values

A sense of interdependence

The ability to be oneself

Source: Howard Ross, *Our Search for Belonging*

Two best friends, one commonality



Will Power



Josh Adam Goldstein

EVERYBODY STANDS

Freedom, Love & Liberation Coalition

- I read a statement about freedom. You answer out loud — yes or no. No explaining.
- Say NO more than twice and you are out of the coalition. Sit down, stay watching.
- We look at who is left, and at what it cost to stay in line with your values and free.

Do you support freedom and
liberation?

Do you support pay equity for women?

Are you willing to increase your tuition payments to fund efforts to increase compensation for women working at Miramar?

Are you willing to fight for all people to
be free?

Are you willing to be free while others
are oppressed?

Are you willing to take a 30%
reduction in the quality of your
education to be free?

At 18 years old, are you willing to vote
for legislation that makes education
free for all students?

Are you willing to extend freedom of
speech without censorship or
consequence to all students and
workers at your school?

Are you willing to sacrifice personal security, even the risk of expulsion, losing your job or your personal safety, for academic freedom?

Are you willing to sacrifice personal security, even the risk of expulsion, losing your job or personal safety, for love (e.g., partner, parent, animal buddy, etc.)?

Are you willing to attend an integrated,
less well-funded school with lower
academic outcomes to support
educational equity?

Are you willing to support a law that
allows people the freedom to love and
marry who they choose?

Are you willing to participate in civil
disobedience up to the consequence
of going to jail for equal rights for
Transgender people?

Are you willing to pay a special new
tax to support law enforcement,
emergency response, and local
schools?

Are you willing to pay a special new tax (same or more than your state's regular sales tax) to support a program that provides people with freedom from want (i.e., basic needs such as food, shelter, and healthcare)?

Are you willing to vote for legislation
that actively redistributes benefits from
high socioeconomic citizens to low
socioeconomic citizens?

Do you think all groups should be
treated fairly?

Do you think all people— including
sexual predators, murders, and
elected officials- should be treated
fairly?

To create a free society, would you
vote for legislation to abolish prisons
and corporal punishment?

Would you fund a homeownership
program for historically
disenfranchised groups impacted by
policies like redlining and eminent
domain?

Are you willing to be free even if it
damages your country?

Are you willing to love and find
connectedness in an environment rife
with hate, oppression, and
disconnection?

"We need to be harder on systems
and gentler on people."

— john a. powell, Othering & Belonging Institute

03

Judge Not

Cast the stone first.

Wendy

She was raised in Oregon.

We met a Double Rainbow to discuss our origins

Her eyes were the color of the Cancun sea

Her hair was the color of sand too deep

It's like I knew her before

She would expose me to the things I had never explored

Like, "Baby, touch this fabric— move your finger slowly fill the
grain, its magic

And she showed me a plié

Even though I thought ballet was goofy

She was my first white love,

But I couldn't love her back because I was dug in too deep, too
much, too hurt to hurt to speak

And so I told her a white lie,

"I don't love you. Why don't you find a white guy?"

I'm still haunted by the look in her eyes,

A mixture of bitterness and utter surprise

The weakness her shoulders, the tremble of her lips

The welling in her eyes when it all starts to fit

I wish I'd done better

But all I had to offer at the time was anger, the strangler

I hope you understand, back then I couldn't be your man

04

Learn & Teach

Stay curious and open.

Modes of discourse

Debate

Might is right

Oppositional and defensive

Finding the "right answer"

Focused on "objectivity"

Centers speakers as individuals

Incentivizes arguing as a totality

Discussion

The noisier, the better

Serial monologues, talking past

End goal is for all to contribute

Centers content, not affective
relationship to said content

Assumes similarity of speakers

Dialogue

Communication for community

Collaborative and self-reflective

Mutual desire for collective
betterment

Emphasizes lived experience

Considers identity and positionality

Often left open-ended

What dialogue asks of us

Connectivity for community.

Listen to understand

Broaden our own perspective

Look for shared meaning

Validate others' feelings

Build relationships

ON YOUR FEET

Find four new friends

This year, find four new friends at Miramar, who you believe are different from you.

05

Explore & Expand

Go deeper.



See the world

- Participate in one club or activity this year that places you in the learning edge
- Go to one event where you are the newcomer
- Learn one thing from someone different that you cannot get from a screen

06

Light, Grace & Gratitude

Move gently — toward yourself first.

Flourishing

Unapologetically prioritize self-care

Build and renew community connections

Seek awe and inspiration

Build or join supportive communities

Limit exposure to triggering messages

Contemplation and meditation

Exercise

Extend the practice to the people around you

Work in Progress

I'm sorry that I said that I'm a Work in Progress
I'll try to be more mindful I'm a Work in Progress

When I go deep I'm a
Sometimes I don't speak I'm a
With new things I'm resistant I'm a
Please show me how to listen I'm a
You used the wrong word I'm a
But know that you were heard I'm a
You triggered something here I'm a
But I know that you care I'm a

Gratitude & Light

Rooted in Community — thank you, Miramar.

mo@mospeaks.com · Insta @beatbxr · X @learnthinkact

NEXT HOUR

Into your breakout

- Tell one story about a time you felt rooted or unrooted here
- Listen for what your group shares that nobody named out loud.
- Leave with one thing you will do differently on this campus by Friday.

Afternoon Schedule



11:25 AM - 12:25 PM	BRANCHING OUT: LEARNING IN COMMUNITY (BREAKOUT SESSIONS)
12:25 PM - 1:15 PM	NOURISHING OUR ROOTS (LUNCH)
1:15 PM - 1:45 PM	PLANTING SEEDS FOR EQUITY & BELONGING (ACTIVITY)
1:45 PM - 2:00 PM	GROWING FORWARD TOGETHER (CLOSING)



Branching Out

Learning in community (Breakout Sessions)

11:25 AM - 12:25 PM

1-101 Auditorium (1st Floor) Facilitators: Katie Burns, Ashlee Lain & Stephanie Perzgil

K1-202 (2nd Floor) Facilitators: Sharilyn Wilson & Carmen Carrasquillo

I-127 (2nd Floor) Facilitators: MaryAnn Guevarra & Juan Reynoso

1-130 (2nd Floor) Facilitators: Lucy Gates & Ivan Valdovinos-Gutierrez



Agenda

Learning in community (Breakout Sessions)

11:25 AM - 12:25 PM

11:25 AM - 11:35 PM

Facilitator & Group Introductions

11:35 AM - 11:45 AM

Community Commitments

11:45 AM - 11:55 AM

Activity: Who Are You?

11:55 AM - 12:00 PM

Activity: Values

12:00 PM - 12:25 PM

Activity: Rooted in Community Stories



Group Introductions

11:25 AM - 11:35 AM

Break up into groups of 6

- Introductions
 - Name
 - Role & Department (Employees); Major/Program (Students)
 - Favorite Fabric





Community Commitments

11:35 AM - 11:45 AM

- Take space, make space
- Oops and ouch
- Challenge ideas, don't attack people
- What's said here, what's learned here
- Extend grace
- Substance over polish
- Lack of closure
- Speak with purpose
- Active Listening





Who Are You?

11:45 AM - 11:55 AM

Who are you?

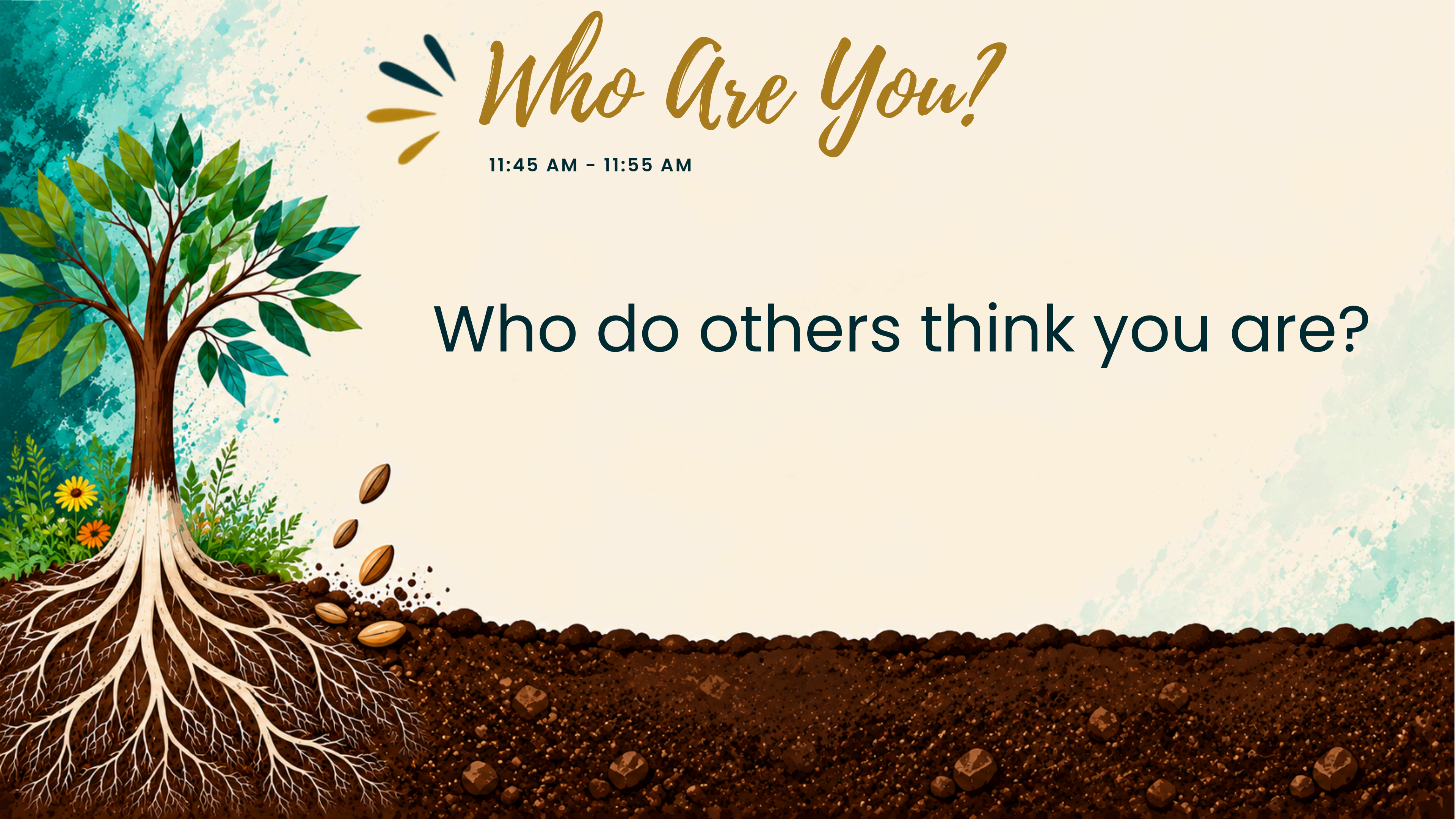




Who Are You?

11:45 AM - 11:55 AM

Who do others think you are?





Who Are You?

11:45 AM - 11:55 AM

Who do you pretend to be?





Values

11:55 AM - 12:00 PM

- Pair up (different partner from last activity)
- Select 3 values below

Non-exhaustive list of values

Acceptance	Accountability	Adventure	Beauty	Challenge	Collaboration	Cooperation	Commitment	
Community	Compassion	Competence	Courage	Curiosity	Creativity	Discipline	Discovery	Efficiency
Enthusiasm	Environment	Equality	Ethical action	Excellence	Fairness	Faith/Religion	Family	Freedom
Friendship	Fun	Generosity	Gratitude	Happiness	Hard Work	Harmony	Health	Helping Others
Honesty	Honor	Humor	Independence	Inner Calm	Innovation	Integrity	Intentionality	Interdependence
Joy	Leadership	Lifelong Learning	Love	Loyalty	Meaningful Work	Mindfulness	Openness	
Peace/Non-Violence	Personal Growth	Positive Influence	Practicality	Problem-Solving	Reliability			
Resourcefulness	Self-Care	Self-Reliance	Simplicity/Thrift	Strength	Tradition	Trust	Willingness	Wisdom



Rooted in Community

12:00 PM – 12:25 PM

In your groups:

Tell one story about a time you felt rooted here — and one about when you didn't.





Nourishing our Roots

Community Building Lunch Menu

12:35 PM - 1:15 PM

I-101 Auditorium & Patio

Earth Bowl Buffet

- Protein: Herb Grilled Chicken; Grilled Tofu*; Seared Tuna*

**As requested in dietary restrictions RSVP form*

- Warm Quinoa & White Rice
- Roasted Vegetables
- Sunflower Seeds, Sweet Dried Cranberries, and Toasted Almonds
- Feta & Mozzarella Cheese
- Romaine & Market Greens
- Cucumber, Lemon, and Dill Yogurt Sauce
- Roasted Red Pepper Romesco
- Honey Balsamic Dressing
- Lemonade & Water

Planting Seeds

for Equity & Belonging

1:15 PM - 1:45 PM

I-101 Auditorium & Patio

- Choose a pot to represent your place in our community
- Add soil and create a strong foundation for growth
- Plant 5-8 seeds and write an intention for the year
- Place your intention in the soil and nurture your seedlings throughout the fall
- Reflect on growth, care, and community connection



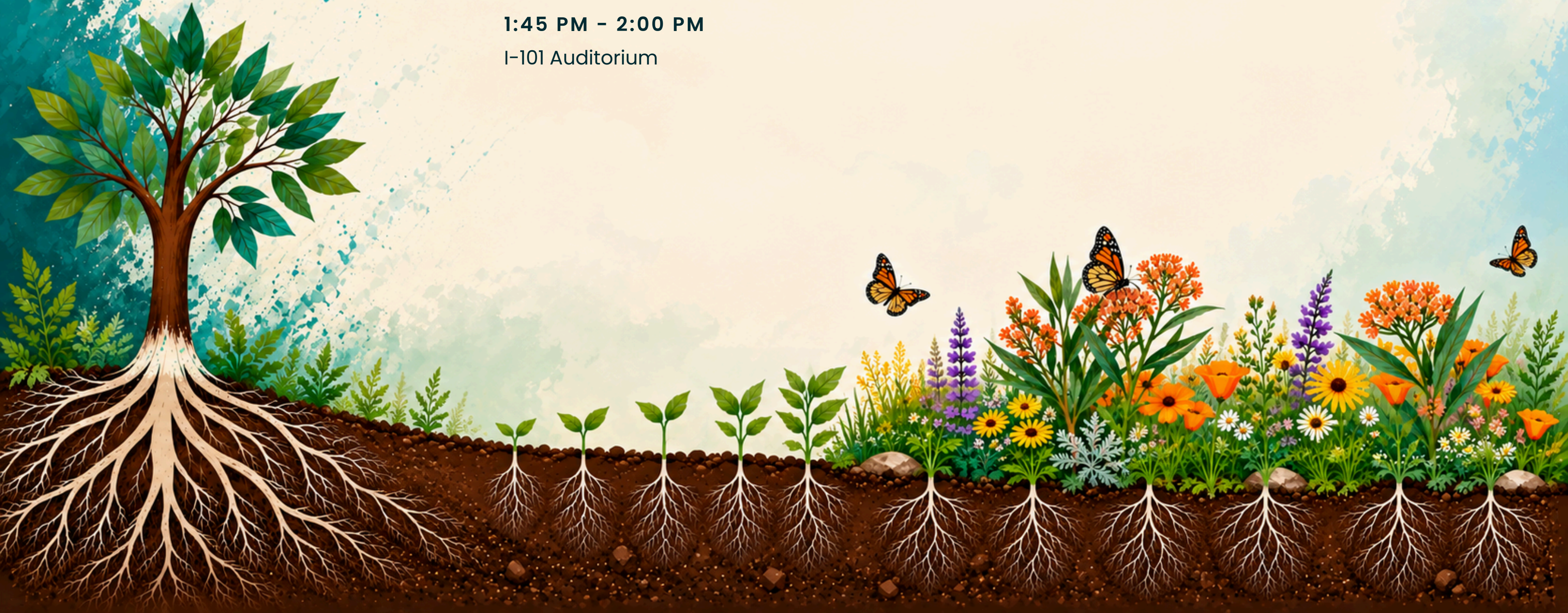


Growing Forward

Closing Activity

1:45 PM - 2:00 PM

I-101 Auditorium





Thank you for joining us



Please take a moment to
complete this short survey.

<https://bit.ly/EquitySummitSurvey>