

# **San Diego College of Continuing Education Diversity, Equity, Inclusion and Accessibility Advisory Committee Meeting Minutes**

September 26, 2022

1:00 – 2:30 PM, Zoom

**Committee Members in Attendance:** Esteban Alvarado, Vincent Balaoing, Lee Black, Lisa Carulli, Jo Hart-Lloyd, Natalie Lindenberg, Linda Osborn, Maureen Rubalcaba, Jennifer Springfield, Leah Tsao

Meeting de-briefs: Helena Wei (schedule conflict)

In support of San Diego College of Continuing Education's (SDCCE) Mission and Core Values, the Diversity, Equity, and Inclusion Committee goals and activities embrace the rich foundation of SDCCE's culturally and ethnically diverse student body, faculty, classified professionals and administration. Knowing that educational experiences in inclusive environments best prepare students to thrive in a global society, the Diversity, Equity and Inclusion Committee works to eliminate barriers and obstacles while creating opportunities for people to engage, understand and respect others' perspectives, values, beliefs, traditions and world views as different from their own, especially those from historically marginalized and underrepresented groups.

## **GOALS**

- Assure that diversity, equity and inclusion are embedded into the fabric of SDCCE, including the structure, the curriculum and the campus environment
- Develop, initiate and support programs and activities that increase understanding of social justice and equitable practices
- Support the removal of barriers to student success and provide resources for historically underrepresented groups
- Improve cross-cultural relations
- Foster campus climates that are inclusive, supportive and welcoming for everyone
- Exemplify the mandates contained in Board Policies related to San Diego Community College District's Commitment to Diversity and Inclusion

## **Land Acknowledgement**

## **Introductions/Inspiration**

## **SDCCE DEI Committee 2022-23 Goals:**

- Committee Placement on the SDCCE Organization Chart: discussion centered on this as a priority goal for this academic year. It is the belief of

the SDCCE DEIA2 Committee that we have a responsibility to ensure this important work is embedded in the infrastructure of our institution as one of the governance committees vs. being an operational committee on the SDCCE organizational chart. Next steps on this goal include the Diversity Coordinator reaching out to the Academic Senate Constitution Committee for advisement on how to pursue taking this revision through Shared Governance.

- Increase SDCCE Web Presence
- Provide DEI Institutional Education
- Provide and Facilitate Professional Growth Opportunities for CE Faculty and Classified Professionals
- Collaborate with Student Services, Campus ASB's and the Equity Office on SDCCE and DEI Affinity Events

Other suggested goals included: the DEIA2 Committee specifically address Asian hate crimes. Discussion followed about there being a general lack of awareness and understanding about the act and frequency of occurrence of these hate crimes along with the level of fear it has instilled in the Asian American Pacific Islander community. A resource that was noted: Stop AAPI Hate Crimes <https://stopaapihate.org/> Further follow up will include the Diversity Coordinator addressing this in the We Are the World Wednesday weekly column as well making it an additional DEIA2 goal to be addressed in the 2022-23 school year.

Another goal identified is the need to have and involve more and significant numbers of SDCCE students in the DEIA2 Committee, its work and conversation. Benefits brought up included the fact that students learn from each other, they have shared, meaningful, and transformative experiences which enrich Diversity, Equity, Inclusion, Accessibility and Anti Racism as a key cultural, and environmental learning objective on every campus and throughout the fabric and infrastructure of SDCCE. The Diversity Coordinator will reach out to the VP and Dean of Student Services to access greater ASB involvement in the DEIA2 Committee meetings and work.

### **SDCCE Diversity, Equity and Inclusion Actions:**

Campus ASB Reports/Outreach Reports – Vincent Balaoing reported that the bulletin boards have been updated at ECC as well as on social media. Meetings will occur via Zoom as they get a much bigger turnout compared to being held on campus. Vincent announced that he will be attending Point Loma Nazarene to study Divinity. Everyone expressed how much he will be missed and thanked him for his stellar, loyal, continuous work and dedication he has shown the DEIA2 Committee through the years. A replacement on the committee, Enrique has been identified.

Hispanic Heritage Month: September 15th – October 15th  
Dean Rubalcaba reported on the planned art competition in celebration at the Cesar Chavez Campus. She suggested that the DEIA2 Committee could fund the music at the event. The Diversity Coordinator, Linda Osborn reported that there is money through

SDCCE Multiple Methods Allocation at the District EEO Office through Johanna Palkowitz. Committee approval is required for all disbursements.

The 2022-23 Multiple Methods Allocation is \$10,000.00. Disbursements will come from the District EEO Office and will require SDCCE DEIA2 Committee approval. It was decided that our committee would form a Budget Sub-Committee to bring spending proposals to the larger committee at monthly meetings, oversee financial decisions and ensure that expenditures are voted on and dispersed appropriately (following District protocol).

It was voted on that the DEIA2 Budget Sub-committee members include: Esteban Alvarado, Jo Hart-Lloyd, Linda Osborn and Helena Wei. It is the committee's recommendation that we add student representation to the Budget Sub-committee.

Committee discussion regarding what to spend the Multiple Methods Allocation money on included:

- Diversity Fall and Spring Book Club and light refreshments
- Using the funds to directly target students in various programs that have access challenges in getting to our campuses, i.e. pay for parking, gas vouchers
- Use the money to effect real change
- Facilitate more faculty involvement on the Committee
- Host humanizing events; faculty seeing and hearing student stories – using the student stories to framing our Committee work.

SDCCE Diversity Committee Collaboration  
Planning in progress for 2022-23 School Year include collaboration with the Equity Office and team, Student Services, ASB's, affinity events as well as getting input and giving information to the Curriculum Committee.

District Queer Alliance Coordinator for CCE Report: Lisa Carulli  
Lisa Carulli reported that that they are looking to open a Pride Center within SDCCE with the District received \$256,000 grant monies (includes sister colleges). Location to TBD.

#### JEDI Council: Justice, Equity, Diversity and Inclusion

The Justice, Equity, Diversity, and Inclusion (JEDI) Council is a collaborative of equity-focused practitioners in the San Diego region of the California Community Colleges. Recognizing that our colleges share students and professionals, and that collectively we could have a more far-reaching impact, the purpose of the JEDI Council is to leverage resources to support our collective mission to dismantle systemic inequities including anti-Blackness and work in solidarity to build cross-cultural partnerships that help to sustain equitable, anti-racist educational structures that lead to thriving communities.

- JEDI is continuing work on their website formation
- Collaboration for area wide speakers was discussed

## **October Diversity and Inclusion Calendar:**

### **Full Month:**

**Global Diversity Awareness Month:** An awareness month with the goal of promoting respect toward various cultures.

**National Disability Employment Awareness Month (US):** This month is celebrated to highlight the contributions of people with disabilities in workplaces.

**Filipino Heritage Month:** Filipino American History Month. October was chosen to celebrate month to commemorate the arrival of the first Filipinos who landed in what is now Morro Bay, California on October 18, 1587. It is also the birth month of Filipino American labor leader Larry Itliong.

**National Work and Family Month (US):** In this month, businesses are asked to promote work-life balance and flexible work environments.

**LGBT History Month (US):** This annual observance of civil rights movements of Lesbian, Gay, Bisexual, and Transgender people in the history of the United States.

### **Days:**

**October 2, International Day of Nonviolence:** This day is celebrated on the occasion of the birthday of Mahatma Gandhi, leader of the Indian independence movement and pioneer of the philosophy and strategy of non-violence.

**October 10, World Mental Health Day:** This day is observed to raise awareness about mental health and to dismantle the social stigma surrounding it.

**October 11, National Coming Out Day (LGBTQIAA+):** This annual observance celebrates the LGBT community.

**October 11, National Indigenous Peoples' Day (United States):** This day honors, celebrates and pays tribute to the contributions of Indigenous peoples in the US.

**October 17-21, Undocumented Student Action Week:** Undocumented Student Action Week (USAW) is a statewide effort led by the **California Community Colleges Chancellor's Office (CCCCO)**, the **Community College League of California (League)**, and the **Foundation for California Community Colleges (FoundationCCC)**.

**October 24, Diwali (Hindu):** Diwali is a festival of lights and usually lasts five days and is celebrated during the Hindu lunisolar month Kartika.

**2022-23 SDCCE Diversity, Equity and Inclusion Committee Meetings:  
Monday's at 1:00 pm via Zoom**

**October 17th  
November 14th  
December 12th  
January 23rd  
February 13th  
March 20th  
April 17th  
May 15<sup>th</sup>**

**Roundtable Announcements/Adjournment at 2:35 pm**