

# CDAIE

*Committee for Diversity Action, Inclusion & Equity*

## **13 Point Strategic Action Plan for Accountability in Diversity, Equity & Inclusion**

*At San Diego Mesa College*

*Presented to the President's Cabinet*

*Second Reading - May 2021*





# ***GUIDING COMMITMENT 1***

## **DIVERSITY, EQUITY & INCLUSION**

- **Compliance with Campus & District Policies**
- **Compliance with Campus & District Procedures**
- **Support for DEI Initiatives** (*Campus, District & State*)
- **Broad Interpretation to Include Equity in Labor Issues and Diversity in Representation in terms of Academic Planning and Shared Governance**

# **GUIDING COMMITMENT 2**



## **COMMUNITY INVOLVEMENT**

- **Responsiveness to Community Issues/Concerns**
- **Collaboration with other Educational Institutions**
- **Collaboration with Local Businesses & CBOs**
- **Toward Student Academic & Career Success**
- **Toward Employee Training & Involvement in Issues of Social Justice**

# ***GUIDING COMMITMENT 3***



## **ACCOUNTABILITY & TRANSPARENCY**

- **In all DEI Planning & Assessment Efforts at the Classroom, Department, Office, School & Campus Levels**
- **In Outreach To All Shared Governance Constituents**
- **In Participation Among All Shared Governance Constituents**
- **In Clear & Comprehensive Communication & Reporting to All Shared Governance Constituents & to the Entire Campus**



# **GUIDING COMMITMENT 4**

## **RESTORATIVE JUSTICE**

- **Appropriate Response to Breaches of Campus or District DEI Policies or Procedures**
- **Support for Victim and Offender Deliberations**
- **Support for Conflict Resolution**
- **Support for Reparation of Harm**
- **Support for Restitution if Appropriate**
- **Support for Restoration of Harmony within the Entire Campus Community**

# ACTION PLAN 1

## PLAN COORDINATION & GOVERNANCE POSITIONING

- Hold CDAIE accountable for the Operation & Evaluation of the 13 Point Strategic Action Plan
- Hold CDAIE accountable for the Coordination & Oversight of DEI Assessments and Reporting
- Consider most appropriate classification and positioning of CDAIE (*Acad. Senate? Diversity Council? Voting member of PCAB?*) to accomplish this coordination
- Consider Routes for Reassign Time for CDAIE Chair to lead coordination of 13 Pt. Plan
- Create Campus Ombudsman Position to Support DEI

# **ACTION PLAN 2**

## **ASSESS & IMPROVE DEI IN CLASSROOMS**

- **Comprehensive and Routine Audits of Classroom Environments (*Classroom Climate*)**
- **Add DEI assessment statements to regular classroom/instructor evaluations**
- **Utilize Feedback to Design Inclusive Classrooms**
- **Utilize Feedback to Design Anti-Racist Curricula**
- **Equitable Focus on the Success of Marginalized Students**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 3**

## **DEVELOP A PROACTIVE DEI HIRING PLAN**

- **Create and Enact a Proactive Hiring Plan for a Workforce Reflective of the Student Population & Local Community**
- **Include Training in Cultural Competency / Proficiency as a Prerequisite for Employment**
- **Conduct DEI Review of Advertising, Screening & Interviewing Processes**
- **How well does the hiring process work on our campus? How can we improve it?**



# **ACTION PLAN 4**

## **ASSESS & IMPROVE DEI in DEPARTMENTS & OFFICES**

- **Comprehensive and Routine DEI Audits of Departments & Offices (*Workplace Climate*)**
- **Utilize Feedback to Plan for More Diverse & Equitable Departments & Offices**
- **Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in Committees / Programs & Support for Leadership Development**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 5**

## **ASSESS & IMPROVE DEI in SCHOOLS**

- **Comprehensive and Routine DEI Audits of Schools (*School Climate*)**
- **Utilize Feedback to Plan for More Diverse & Equitable School Practices**
- **Equitable Focus on Marginalized Faculty and Classified Professional Staff for Inclusion in School Planning, Assessment & Support for Leadership Development**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 6**

## **ASSESS & IMPROVE DEI in ADMINISTRATION**

- **Comprehensive and Routine DEI Audits of Administration (*Administrative Climate*)**
- **Utilize Feedback to Plan for More Diverse & Equitable Administrative Practices**
- **Equitable Focus on Marginalized Individuals for Inclusion in Administrative Input, Planning, Assessment & Support for Leadership Development**
- **Report on Status of Districtwide Review of Law Enforcement Officers**
- **Create an Action Plan for Improvement**

# **ACTION PLAN 7**

## **PROVIDE SENSE OF BELONGING** *Via* **SERVICES, ACTIVITIES & SPACES**

- **Assess & Improve Sense of Belonging among Marginalized Groups**
- **Provide Specialized Services & SPACES to Support Underrepresented Students, Employees of Color, Adjunct Faculty, Veterans, the Differently Abled, Individuals who are LGBTQIA+, Women, Lactating Mothers, and those Needing a Quiet Space to Pray or Meditate**
- **Provide a Diversity of Cultural Lectures, Events & Heritage Celebrations Throughout the Year**
- **Recognize Adjunct Faculty involvement on Campus**

# **ACTION PLAN 8**

## **PROVIDE SENSE OF BELONGING**

### ***Via* ETHNIC STUDIES CURRICULA & PROGRAMS**

- **Assess & Improve Sense of Belonging among Students in Ethnic Studies Curricula/Programs, *i.e.***
- **Learning Communities (*PUENTE; UMOJA, KAPWA*)**
- **Asian Pacific Islander Curricula & Programs**
- **Black Studies Curricula & Programs**
- **Chicano Studies Curricula & Programs**
- **Native American Curricula & Programs**

# **ACTION PLAN 9**

## **SENSE OF BELONGING:**

### ***Via* INCLUSIVE CAMPUS CLIMATE SURVEY & DIALOGUE**

- **Annual Campus Climate Survey Prefacing an Open Campus Dialogue**
- **An Open & Inclusive Campus Dialogue Between Students, Faculty, Classified Professional Staff, and Administrators on Campus Climate**
- **Focus on Building Community By Developing and/or Expanding Safe & Inclusive Learning and Work Environments**

# **ACTION PLAN 10**

## **PROVIDE CAMPUS DEI TRAININGS**

- **Incentivize DEI Trainings for Employees & Students**
- **Include DEI Trainings in New Faculty Institute**
- **Include DEI Trainings in Student Orientation**
- **Track volume, diversity & impact on students**
- **Recognize Equivalent Trainings from other Districts Completed by Adjunct Faculty**
- **Compensate Adjunct Faculty for Attendance**
- **Create a Campus Culture Where DEI Trainings are not only Welcomed, but Expected by our Colleagues/Peers**

# **ACTION PLAN 11**

## **PROVIDE EVIDENCE OF DEI TRAINING FOR EMPLOYEE EVALUATION & ADVANCEMENT**

- **For Faculty**
- **For Classified Professional Staff**
- **For Administrators**
- **Expand Options for On and Off-Campus Trainings**



# **ACTION PLAN 12**

## **POOL & PUBLISH CAMPUS-WIDE DEI ASSESSMENTS**

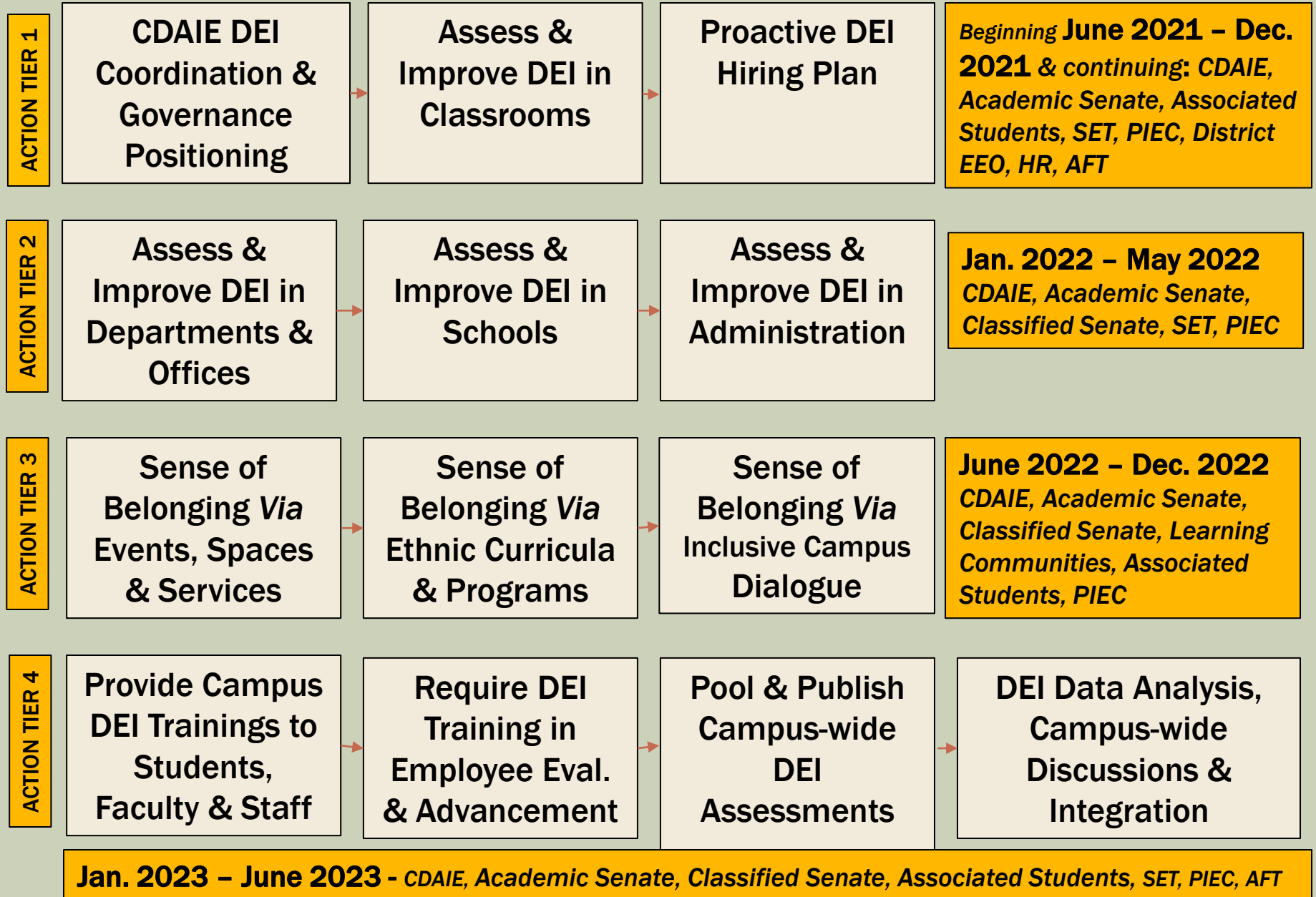
- **Include Intra-Campus DEI Evaluations by Students, Faculty, Classified Professional Staff & Administrators**
- **Include DEI Classroom, Department, Office, School & Administrative Audits or Score-Cards**
- **Include the Campus-wide Campus Climate Survey Results**
- **Include Independent (*External*) DEI Evaluation Results**
- **Publish an Overall Campus DEI Scorecard from all Evaluation Data**

# **ACTION PLAN 13**

## **DEI DATA ANALYSIS, DISCUSSION & INTEGRATION**

- **Host Open Dialogue on DEI Data and Campus DEI Scorecard & Obtain Feedback from Campus**
- **Make Recommendations Based on Data for Integration into College and/or District Systems**
- **Make Recommendations Based on Data for Changes**
- **Make Recommendations for the Benefit of Students**
- **Make Recommendations for Community Collaborations**
- **Integrate Findings with College Equity Plan**
- **Make Suggestions to Update/Improve 13 Point Plan**

# The Mesa College 13 Point Strategic Action Plan for Accountability in DEI (TIMELINE)



# SYSTEMS OF COLLABORATION FOR 13 POINT STRATEGIC ACTION PLAN ON CAMPUS

