



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Diversity, Equity and Inclusion



Before...

Equal Employment
Opportunity Committee

Staff Diversity
committee

COLLEGE ACCESSIBILITY
COMMITTEE

Academic Accommodation
Review Committee

ADA Committee

STUDENT GENDER
EQUITY COMMITTEE



After...

Diversity, Equity and Inclusion Council



**Cuyamaca College
DEI Committee**



**District Services
DEI Committee**



**Grossmont College
DEI Committee**

Focus Groups



- **What does diversity, equity and inclusion mean to you?**
- **How are we doing at GCCCD regarding diversity, equity and inclusion?**
- **What are we doing well?**
- **What do we need to be doing?**
- **How should we communicate about DEI?**



At Home in the World

August 2011- April 2013





DEI Council retreat – March 2012



Progress at a glacial pace



A Strategic Plan

- **Student Access, Equity and Success**
- **Cultural Competency and Culture of Inclusion**
- **Communication**
- **Developing a Diverse World-Class Workforce**



Student Access, Equity and Success

- **Established gender-neutral restrooms**
- **Established contemplation rooms**

Cultural competency and Culture of Inclusion

- **Diversity Dialogues for students**
- **Professional development workshops for staff**



Created a Safe Spaces Program for LGBT students



Communication

- Wrote DEI Strategic Plan
- Created DEI websites for District, Grossmont and Cuyamaca
- Includes diversity activities in monthly email newsletter to community



DEVELOP A WORLD-CLASS WORKFORCE

- **Updated District Equal Employment Opportunity handbook**



E E O

Equal Employment Opportunity Plan



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Updated July 23, 2013



CATALOGING RESOURCES

- **Inventory of extant campus & district resources**
- **Intent: non-duplication of efforts**
- **“Piggy-back” when possible**



Grossmont College

DEI Committee

- Agustin Albarran
- Al Ventura
- Carmen Fuentes
- David Milroy
- George Gastil
- Gopa Patnaik
- James Cho
- Jeff Baker
- Joan Ahrens
- Katrina Piliaris
- Nancy Davis
- Narges Heidari
- Peg Marcus
- Roxanne Tuscany
- Selam Gebrekristos
- Teresa Jacob
- Yolanda Guerrero

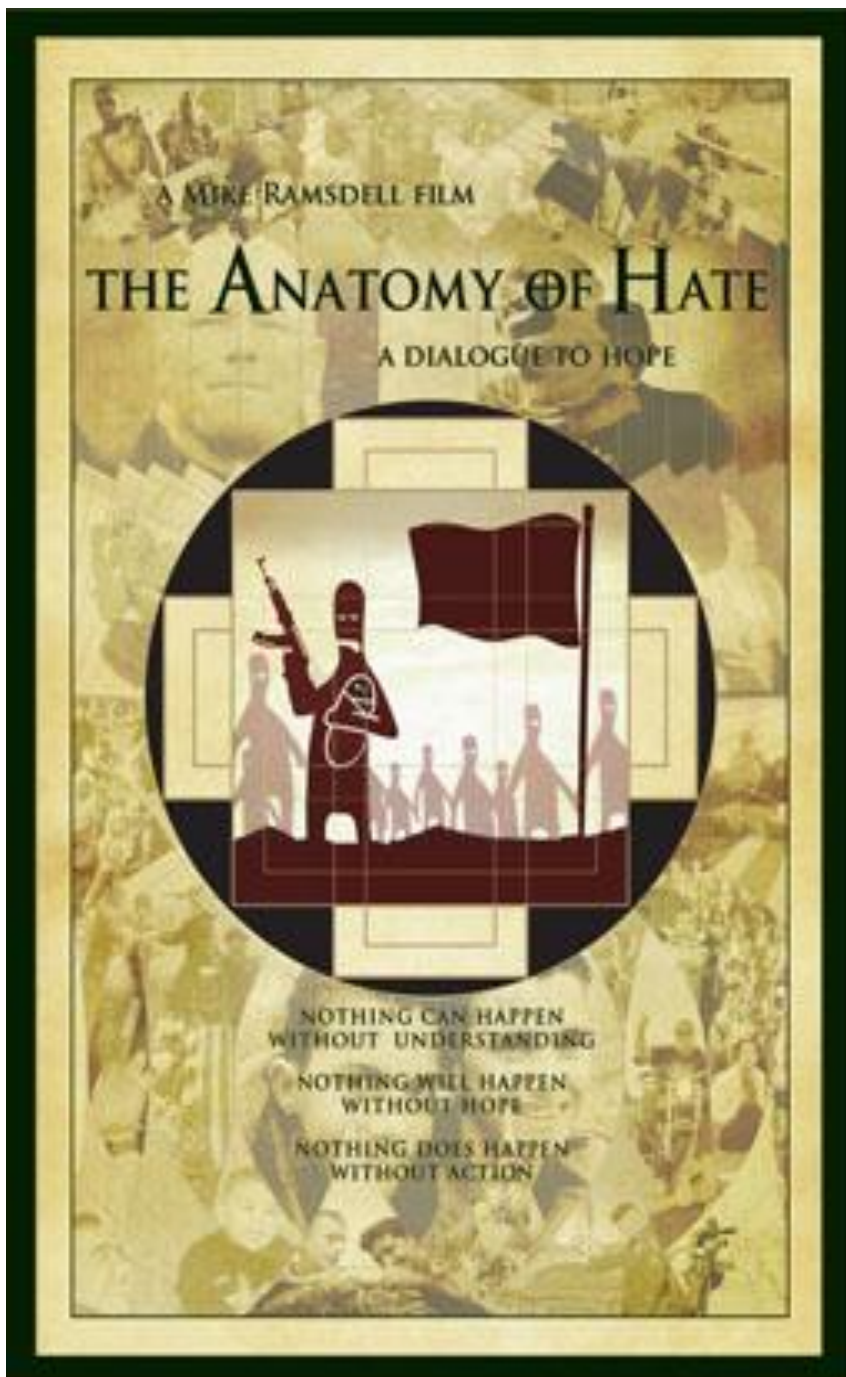


The Anatomy of Hate: A Dialogue to Hope

A Michael Ramsdell
Film

Grossmont College
Diversity, Equity and
Inclusion Committee

April 3, 2013



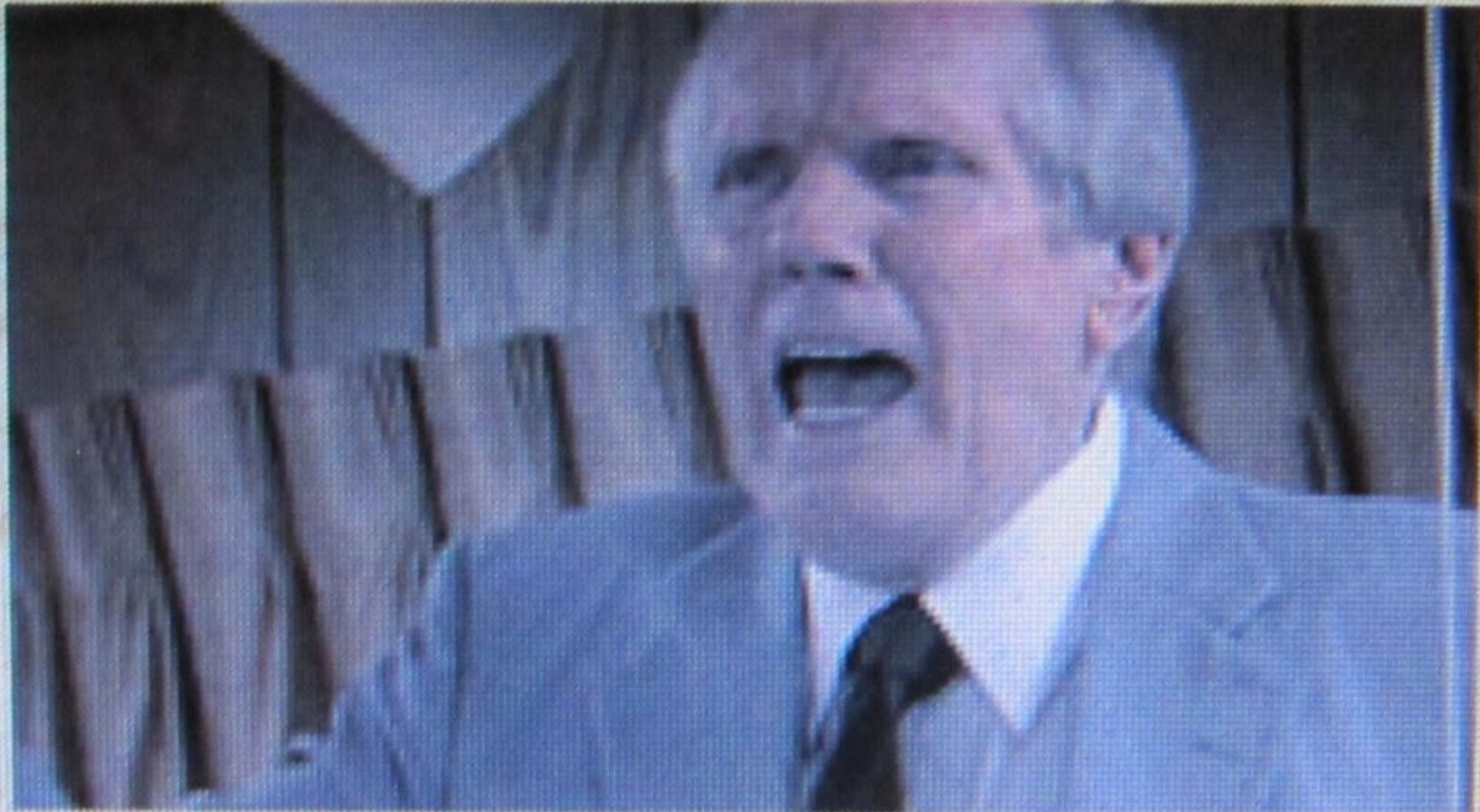




**GOD
HATES
FAGS**

**THANK
GOD**

**GOD
HATES
AMERICA**



GOD HATES AMERICA

TOPEKA, KANSAS





AMERICAN NAZI GATHERING
UNDISCLOSED. IDAHO







VIOLENT CONFRONTATION
WEST BANK, ISRAEL







Producer/Director Mike Ramsdell at Grossmont College

Cuyamaca College

DEI Committee

- Pat Setzer
- Jennifer Smith
- Lauren Vaknin
- Maria Gearhart
- Sheryl Ashley
- Jodi Reed
- Raad Jerjis
- Nancy Jennings
- Tyson Arabo





Diversity is the Difference WORKSHOP SCHEDULE

Chaldean Culture & Traditions September 4, 2013

11:00 AM to 12:00 PM
Student Center, I-207

Presented by: Dr. Sami Jihad

This educational session will discuss the origin, culture, practices, and traditions of Chaldeans in the world, and specifically in San Diego. This workshop will be an interactive and educational experience.

Dr. Jihad is an Outreach Specialist for Admissions and Records at Cuyamaca College.

Standing in Solidarity: Supporting the Interests of Students on Campus October 2, 2013

10:00 AM to 11:00 AM
Student Center, I-207

Presented by: Dr. Wendy Craig

This workshop will explore the reasons why a campus environment may appear unwelcoming to some students. In addition, participants will discuss strategies to enhance student culture that may also include the formation of alliances.

Dr. Craig is the Assistant Director of EOPS at Cuyamaca College, and she recently completed her dissertation examining how white student allies can support the interests of black and other students on campus.

Students, who receive a Cuyamaca College Diversity and Leadership Certificate and are transferring to SDSU, will receive some credit towards the SDSU Multicultural Competence. You can learn more about the SDSU Certificate at <http://go.sdsu.edu/student-affairs/intercultural/certificate1.aspx>

Diversity at Work September 9, 2013

1:30 PM to 2:30 PM
Student Center, I-104

Presented by: Victoria Hankins

This workshop will introduce participants to the many dimensions of diversity that may impact the workplace including age, race, gender, disability, ethnicity, and sexual orientation. Students will also explore how personal culture shapes values, assumptions, behaviors, and expectations.

Ms. Hankins is a professional development consultant and training instructor.

Cultural Narratives October 8, 2013

10:30 AM to 11:30 AM
Student Center, I-207

Presented by: Dr. Shaila Mulholland

Participants will discover and reflect on their own cultural self-awareness and begin writing their personal cultural narrative. Participants will also explore the impact of diversity on a college campus.

Dr. Mulholland, who is an Assistant Professor in the College of Education at SDSU, has conducted extensive research in the area of diversity.

Social Justice September 26, 2013

11:30 AM to 12:30 PM
Student Center, I-207

Presented by: Grace Bagunu

In this highly interactive workshop, participants will experience diversity on a whole new level. Participants will learn about social justice related concepts as well as effective communication skills with working in diverse groups.

Ms. Bagunu facilitates seminars on communication and leadership skills at UC San Diego. She is currently pursuing a doctoral degree in Leadership Studies at the University of San Diego.

Making Spaces Safe: Introduction to Safe Zones November 7, 2013

12:30 PM to 1:30 PM
Student Center, I-207

Presented by: Conor McLaughlin

This workshop will focus on the importance of creating safe spaces on college campuses. Participants will discuss the elements and structures necessary to create a Safe Zones Training Program.

Mr. McLaughlin has extensive Student Affairs experience at colleges throughout the country. He is currently a doctoral student at the University of San Diego's School of Leadership.

For additional information on the Diversity Dialogue Program, please contact Lauren Vaknin in the Student Affairs Office at 660-4295.

Cuyamaca College Performing Arts
Spring Concert Series
2012
MARCH 22

Zimbeat
Traditional Music
from Zimbabwe



7:30pm

Cuyamaca College Performing Arts Theatre

\$8 General Admission / \$5 Students and Seniors

Reserved Tickets Available ~ Call (619) 660-4288

www.cuyamaca.edu/performingarts



CUYAMACA
COLLEGE



District Services DEI Committee

- Sue Rearic
- Karen Kline
- Tim Corcoran
- Susan Glass
- Dawn Heuft
- Linda Jensen
- Anne Krueger
- Yvette Macy
- Sandy Rosenthal
- Pam Wright
- Christine Yoshioka



Diversity, Equity and Inclusion



Employee Spotlight

Jayla Sabala Sanchez
Employee Spotlight

Public Case Worker

What She Does:

What She Loves:

What She Wants:

What She Hopes:



Do you have an idea to promote Diversity, Equity and Inclusion in District Services and our College Community? We'd love to hear your ideas. Please send your suggestions to Dawn Heuff for discussion at our next DEI meeting.

RELIGION

Ramadan: Key Facts, History, Dates, Greeting And Rules Of The Muslim Fast

When the time of Ramadan comes, Muslims all over the world observe a month-long fast. It is a time of spiritual reflection and self-improvement. The fast is broken at sunset each day with a meal called Iftar. The month of Ramadan is one of the most sacred months in the Islamic calendar. It is a time of spiritual reflection and self-improvement. The fast is broken at sunset each day with a meal called Iftar. The month of Ramadan is one of the most sacred months in the Islamic calendar.

AUGUST DIVERSITY HOLIDAYS

The United States is rich with diversity, which is celebrated in the observances celebrated by the United States.

August 6 is Transfiguration, a holiday recognized by Orthodox Christians to celebrate when Jesus became radiant, and commemorated with Mass and Eucharist. To celebrate, adherents have a fast.

August 7 is Eid al-Fitr, the Muslim celebration commemorating the ending of Ramadan. It is a festival of thanksgiving to Allah for enjoying the month of Ramadan. It involves wearing new's finest clothing, saying prayers, and nurturing understanding of other religions.

August 12 is Pioneer Day, observed by the Mormons to commemorate the arrival in 1847 of the first Latter Day Saints pioneer in Salt Lake Valley.

August 17 is Martin Luther King Jr. Day, which celebrates the birthday of the American politician and activist who is honored by Nigerians. King is credited with leading the Black to Africa movement, which encouraged those of African descent to return to the land of their ancestors during and after slavery in North America.

August 21 is Raksha Bandhan, a Hindu holiday commemorating the loving bond between a brother and a sister. Raksha means protection in Sanskrit and symbolizes the longing a sister has to be protected by her brother. During the celebration, a sister ties a string around her brother's (or brother-in-law's) wrist, and asks him to protect her. The brother usually gives the sister a gift and agrees to protect her for life.

August 26 is Women's Equality Day, which commemorates the August 26, 1921 ratification of the 19th Amendment to the United States Constitution, which gave women the right to vote. Congressmen Betty Abzug first introduced a proclamation for Women's Equality Day in 1971. Since that time, every president has published a proclamation recognizing August 26 as Women's Equality Day.

August 28 is Janmashtami, a Hindu holiday recognizing Krishna's birthday. Krishna is the highest god in the Hindu faith.



All young people, regardless of sexual orientation or identity, deserve a safe and supportive environment in which to achieve their full potential.

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Suggested topics/ideas for DEI workshops

This board is brought to you by DS-DEI
Visit us at <http://trinet.scpd.edu/district-services/oei-committee/default.html>
Please contact Dawn Heuff if you would like to post something on this board.

Bulletin boards in both District Services buildings highlighting Diversity, Equity and Inclusion





Employee Spotlight

Working at GCCCD we don't often realize that we get to work with people from all walks of life. We are a melting pot of cultures and background.

Share a little or as much as you like about your customs, culture, and background to let us know about YOU!!

Have fun and support learning!

Name:

Dept:

About this picture:

This is a picture of my mother and me in traditional dress. All the jewelry that we are wearing was handmade by family members. And my mother made our clothes. The blankets are given when a girl turns 18 as a rite of passage. Most people might recognize my mother, her name is Amy Leasure and she is a Senior Buyer in Purchasing.

Where I come from:

Often times when people first meet me they ask if I am Hispanic, Asian or Islander. I surprise people when I tell them that I am actually 1/4 Navajo, 1/4 French, and 1/4 English. Like most I have a very diverse culture that I am happy, proud and honored to represent.

Interesting facts about my culture:

Our tribe is traditionally matriarchal. We are the largest tribe in the US, with the largest reservation as well. Many people know of the Navajo through jewelry and beautiful hand woven rugs. My family is known throughout the tribe for both. And I am pleased to say that I myself have been taught how to weave by my grandmother and my mother.

Misconceptions:

That all Native Americans are rich from their casinos. The Navajo tribe just recently opened its first casino with the proceeds going to help better the living conditions on the reservation. Our tribe was actually the last major tribe to open casinos.

What I would like you to know:

We are a quiet people that value family. We hold our core values to heart and these have been passed down through the generations. We are not a loud, boastful people. When most people meet a Navajo they often ask what is wrong due to the stern look on our faces, and to be honest nothing is wrong. We simply have the weight of our ancestors on our shoulders.





NEXT STEPS

- **Identify and promote diversity in the curriculum**
- **Include diversity in new employee onboarding**
- **Create a diversity leadership award at sites/district**
- **Hold workshop on diversity language**

THANK YOU, DR. MILES

