Diversity, Equity and Inclusion
Before...

Equal Employment Opportunity Committee

Academic Accommodation Review Committee

Staff Diversity Committee

COLLEGE ACCESSIBILITY 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
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
• 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 FOR AMERICA
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 Dialogues

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. Sam 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 City 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 EOF at City College, and she recently completed her dissertation examining how white student allies can support the interests of black and other students on campus.

Diversity at Work
September 9, 2013
1:30 PM to 2:30 PM
Student Center, I-104
Presented by: Victoria Hanks
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. Participants will also explore how personal culture shapes values, assumptions, behaviors, and expectations.
Ms. Hanks is a professional development consultant and training instructor.

Social Justice
September 26, 2013
11:30 AM to 12:30 PM
Student Center, I-207
Presented by: Grace Bugum
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. Bugum 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 experience in Student Affairs at colleges throughout the country. He is currently a doctoral student at the University of San Diego School of Leadership.

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.

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
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
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
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: Karen Kline
Dept: District Accounting

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 Lease 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 ¼ Navajo, ¼ French, and ¼ 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