

**TRACKING THE IMPLEMENTATION OF THE
“CULTURAL AND ETHNIC DIVERSITY PLAN”**

INTRODUCTION

The Diversity and International Education Committee (DIEC) at San Diego Miramar College, is the interface of faculty, classified staff, administrators, and students joining together in unity, to promote, support, and sustain diversity on campus. This diversity includes the acknowledgment and respect of differences, celebrations of various cultures and groups, hiring of a diverse body of faculty and staff, promoting diversity curriculum and practices, and addressing any diversity issues necessary, to the betterment, tolerance, and sustainability on campus, at the very least. The DIEC strives toward the commitment and emphasis of diversity in all aspects of our institution and the community, to ensure that our students gain skills in and exposure to global awareness, and understanding and appreciation of differences, to help them prepare to succeed in a diverse world. It is with our Diversity and Inclusion Plan that we focus our efforts, commitment, and purpose as a committee, to ensure that diversity and international education are implemented in our institution of higher education.

HISTORY

Prior to its designation as a full committee in Spring 2009, the Diversity and International Education committee was once a sub-committee under the Staff Development and Marketing committees, respectively. The committee was an initiative of a past president, and several current and retired faculty and classified staff members who were committee members. Co-chairs worked diligently in following through the process and putting forward the paperwork needed to request becoming a full committee, and the hard work and perseverance came to fruition in the 2009-2010 academic year. This full committee was the first of its kind at the San Diego Community College District.

College’s Mission Statement: Our mission is to prepare students to succeed in a complex and dynamic world by providing quality instruction and services in an environment that supports and promotes diversity, while emphasizing innovative programs and partnerships to facilitate transfer preparation, workforce training, and career advancement.

Vision Statement: San Diego Miramar College will be a hub of education, diversity, and services to our community.

The Diversity and International Education Committee (DIEC) understands that in order for Miramar College to fulfill its Mission Statement and realize its Vision to its fullest potential and excellence, it must recognize, celebrate, and engage the diversity of the community it serves. As recent census figures both locally and regionally demonstrate, the community Miramar College partners with is as dynamic as the demographic shifts of residents in the service area of the college. In order to meet the needs of such a diverse community, the DIEC recognizes that to best serve the students and the community, it must face the gifts and challenges of such a dynamic population. It is only after recognizing the gifts and challenges of these communities that we can best make use of the innumerable contributions of talents of people who come from different life experiences and perspectives. For this reason, the DIEC identifies the following five important goals that meet the mission and vision of Miramar College.

San Diego Miramar College Diversity Committee Plan				
GOALS	ACTION PLAN	EVIDENCE OF ACTIONS	DIEC LEADS <small>(Administrative approval is recommended if support for work, conducted during scheduled assigned time, is needed)</small>	RESPONSIBLE PARTIES FOR IMPLEMENTATION & TRACKING

San Diego Miramar College Diversity Committee Plan

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<p><i>Goal 1:</i> Promoting, recruiting, and increasing ethnic diversity of faculty and classified staff to reflect the composition of the student population and the surrounding community.</p> <p><i>Strategy 3.2</i></p>	<p>1.1 Increase the hiring of an ethnically diverse faculty and staff that is reflective of the composition of the student population and the service area. This can be achieved by using data provided by the District Equal Employment Opportunity Office, and Human Resources.</p> <ul style="list-style-type: none"> • Determine the feasibility of surveying faculty and staff regarding recommended actions. • Explore the possibilities/options of securing additional budget to supplement district advertisement materials. • Request progress reports of new hires. • Explore the feasibility of including diversity data of contract and adjunct faculty in Program Review and Faculty Hiring Committee documentation. • Establish regular reports of diversity information of adjunct hires. 	<p>SPRING 2016</p> <ul style="list-style-type: none"> • Established a DIEC Task Force to address the goals of the Diversity Plan. The Task Force meets on a regular basis. • Provided training and ideas/data to BUSE & ADJU department chairs and hiring committees for promoting ethnically diverse hiring. • Reviewed process for expanding the advertising of faculty positions with BUSE & ADJU departments. • Reviewed the progress of ethnically diverse hires between 2014-2016 with BUSE & ADJU departments. <p>FALL 2016</p> <ul style="list-style-type: none"> • Hiring committee voted to include Diversity as an option in hiring application. • Faculty Senate passed resolution to support ethnically diverse hiring. 	<ul style="list-style-type: none"> • Darrel Harrison • Judy Patacsil • Terrie Hubbard 	<ul style="list-style-type: none"> • DIEC leads will work with the Academic Senate, the DIEC reps on the District EEO Committee, the College Research Office, and the Site Compliance Officer to determine the feasibility of surveying faculty and staff regarding recommended actions; • DIEC leads will work with VPSS (MM rep on the DIEC) exploring possibilities/options of securing additional budget to supplement district advertisement materials. • DIEC reps on the District EEO Committee will work through the District EEO Committee to request progress reports of new hires. • DIEC leads will work with Academic Senate and DIEC reps serving on the District EEO Committee to explore the feasibility of including diversity data of contract and adjunct faculty in Program Review and Faculty Hiring Committee documentation. • DIEC leads, Academic Senate, and the DIEC reps on the District EEO Committee will work with the District EEO Committee to establish regular reports of diversity information of adjunct hires.

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<p><i>Goal 2: Fostering an open and inclusive culture on campus with regard to ethnic diversity in the workplace which includes recognition, respect and celebration of the ethnically diverse languages, perspectives and experiences that comprises the Miramar College community. Strategy 3.1</i></p>	<p>2.1 In consultation with Site Compliance Officer (SCO), make recommendations to address any current Site Compliance issues affecting the campus in relation to ethnic diversity, and respect to all differences in a proactive and professional manner.</p> <p>2.2 In consultation with SCO, provide input and any recommendations to the Office of Institutional Research and Planning on the Campus Climate Survey, as necessary for survey/question improvement that will capture better data.</p>	<p>FALL 2015</p> <ul style="list-style-type: none"> Worked in collaboration with SDCCD Research and Planning to give feedback when they conducted campus climate survey to gather the campus perception/ concerns of ethnic diversity. Presented committee perspectives on the campus climate survey in collaboration with the campus research office. <p>SPRING 2016</p> <ul style="list-style-type: none"> Continue to work on translation project in various languages with regard to ethnic diversity in the workplace and the college campus. Continue to celebrate ethnically diverse cultures through activities/events on campus and through educational 	<ul style="list-style-type: none"> April Koch Isabella Martin 	<ul style="list-style-type: none"> DIEC leads will work with College Research Office to request the District to provide additional time for the DIEC Committee to review and give input for the Campus Climate Survey.

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<p><i>Goal 3: Organizing and promoting events that demonstrate and reflect the dynamic communities Miramar College serves while also providing students and the campus community an opportunity to better understand ethnic diversity as a necessary component of a global citizenship.</i> <i>Strategy 3.1, 3.3, 3.5</i></p>	<p>3.1 Identify and provide adequate funding for continued support of activities to enhance understanding of and promote ethnic diversity and global citizenship on campus.</p>	<p>1. Diversity events that have been held include but are not limited to the following:</p> <ul style="list-style-type: none"> a. Latino Heritage Month b. Filipino American History Month c. Native American Heritage Month d. International Education Week e. Black History Month f. Women’s History Month/International Women’s Day 	<ul style="list-style-type: none"> • Judy Patacsil 	<ul style="list-style-type: none"> • DIEC requests the District HR Offices through the District EEO Committee to increase funding to support training activities, workshops, seminars and educational opportunities.
<p><i>Goal 4: Offering and promoting program, outreach, and student activities that recruit a student population which includes those from underrepresented groups.</i> <i>Strategy 3.1, 3.2</i></p>	<p>4.1 Recommend considering/investigating the need for relevant curriculum and programs of study to include Ethnic and Gender Studies Program(s). Develop and/or maintain Ethnic Studies courses that include, but are not limited to: Asian/Asian American Studies, Black Studies, Chicano Studies, Women’s Studies, Filipino Studies and Filipino Language courses. These courses of study will provide opportunities towards a comprehensive program for degree, certificate, and/or transfer completion.</p> <p>4.2 Initiate a discussion with the Dean of Student Affairs to explore activities for</p>	<ul style="list-style-type: none"> • Meetings have been held with the Articulation Officer and the Curriculum Chair to discuss the feasibility of exploring an Ethnic Studies Degree and Certificate of Performance. 	<ul style="list-style-type: none"> • Laura Gonzalez • Terrie Hubbard 	<ul style="list-style-type: none"> • DIEC will work with the Dean of Liberal Arts, Curriculum Committee, and Faculty to continue to investigate the feasibility of adding an Ethnic Studies degree and classes. • DIEC will work with the Dean of Student Affairs with regard to student activities offered to the campus.

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<p><i>Goal 5: Working with community partners to demonstrate and promote the inclusive and ethnically diverse character of an education at Miramar College. Strategy 3.3, 3.5</i></p>	<p>5.1 Support a “College Hour” that will allow a designated time(s) during the week to engage students in participating in several activities and to improve student life without disrupting class schedules.</p> <p>5.2 Collaborate and co-sponsor events when possible, given college interests, with other institutions and agencies to enhance the college experience and build strong partnerships.</p>	<ol style="list-style-type: none"> 1. College Hour events have been offered. 2. DIEC collaborated with community groups, such as FANHS, FASA, the Administration of Justice Department, and PLACAS (Latino play writers group). 	<ul style="list-style-type: none"> • Adrian Arancibia 	<ul style="list-style-type: none"> • DIEC will support College Hour for Diversity Training. • DIEC will collaborate and co-sponsor events with others. • DIEC will work with the Dean of Student Affairs, and follow college protocol for public to hold sessions on campus.

COMMITTEE STRUCTURE

The San Diego Miramar College Diversity and International Education Committee is a full governance committee, and the first of its kind at the San Diego Community College District. The committee composition consists of an elected Chair or Co-chairs who can be any member of the committee, 1 administrator, 4 faculty members, 2 classified staff, and 2 students. The goal of the committee is to be inclusive and to promote cooperative interactions among people of diverse cultural, racial, ethnic, and religious backgrounds with varying abilities and orientations. The committee promotes intercultural understanding and the view that cultures are equal in value. It develops and implements programs and approaches that increase global awareness, celebrates diversity, and fosters

inclusiveness in our campus community. It also addresses issues related to International Education, including study abroad opportunities for students and teaching abroad opportunities for faculty.

FUTURE PLANNING

DIEC is committed to the aforementioned goals and action plan, to include implementing a diversified curriculum that would expose students to more course offerings that highlight different ethnicities and cultures, to include their own. As our surrounding Mira Mesa Community reflects a significant population of Filipinos, Latinos, Asians, African Americans, etc., our institution should offer curriculum that is reflective of our students. Annual events such as the Civil Rights Film Festival shall be supported and institutionalized, as an opportunity for students to view films highlighting diversity issues that are historical and relevant not just to the history of the United States, but world issues as well. The DIEC supports the institutionalization of more functions and events such as the Civil Rights Film Festival that will improve student life and involvement on campus. Events such as these will provide opportunities in learning that would not otherwise be offered. In order to fully realize the goals and action plan of the DIEC, a permanent and increased annual budget of at least \$5,000 will be needed. Without substantive and permanent funding, many of the action items and goals of the DIEC will not be realized, nor can a comprehensive diversity program improve or expand.

PROPOSED BUDGET AND ACTIVITIES

DIEC is committed to the aforementioned goals and action plan, w h i c h includes an increased (but not limited to) annual operating budget of \$5,000. The DIEC and the Miramar College community have shown a dedication to the celebration and honoring of the different cultures that make up our campus as well as the District. The committee needs the continued support, both financially and logistically from the campus as a whole. The committee recommends that the requested increase in funds come from various sources such as campus General Funds, Campus Discretionary Funds, Perkins Funds, Student Success/Equity Funds, and campus-wide staff development funds, as well as possible grant opportunities and/or collaborations with other groups. Proposed activities will include various multicultural events, keynote/guest speakers, multicultural displays, heritage month events, organization of the Civil Rights Film Festival, film, supply, handout/reprographic purchases, training, and community events.