

CDAIE

Committee for Diversity Action, Inclusion & Equity

13 Point Strategic Action Plan for Racial & Social Justice

At San Diego Mesa College

Presented to the President's Cabinet

February 2021



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**

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**

COMMITMENT 3



ACCOUNTABILITY & TRANSPARENCY

- **In all DEI Planning & Evaluation Efforts at the Classroom, Department, 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**



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

DEVELOP A PROACTIVE HIRING PLAN

- **Create and Enact a Proactive Hiring Plan**
- **Toward a Diverse & Competent Workforce**
- **Toward 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**

ACTION PLAN 2

PROVIDE CAMPUS DEI TRAININGS

- **Incentivize DEI Trainings for Employees**
- **Include DEI Trainings in New Faculty Institute**
- **Incentivize DEI Trainings for Students**
- **Include DEI Trainings in Student Orientation**
- **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 3

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 4

EVALUATE & IMPROVE DEI IN CLASSROOMS

- **Comprehensive and Routine Audits of Classroom Environments (*Classroom Climate*)**
- **Add DEI evaluative 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 5

EVALUATE & IMPROVE DEI in DEPARTMENTS

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

ACTION PLAN 6

EVALUATE & IMPROVE DEI in SCHOOLS

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

ACTION PLAN 7

EVALUATE & 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 & Evaluation & in Support for Leadership Development
- Report on Status of Districtwide Review of Law Enforcement Officers
- Create an Action Plan for Improvement

ACTION PLAN 8

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

- **Equitable Focus on Marginalized Groups**
- **Provide Specialized Services & Spaces to Support Students and Employees of Color, Adjunct Faculty, Veterans, the Differently Abled, Individuals who are LGBTQA, Women, Lactating Mothers, and those Needing a Quiet Space to Pray or Meditate**
- **Provide Cultural Lectures, Events & Heritage Celebrations**
- **Recognition of Adjuncts involvement on Campus**

ACTION PLAN 9

PROVIDE SENSE OF BELONGING

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

- **Equitable Focus on Marginalized Groups**
- **Learning Communities (*PUENTE; UMOJA*)**
- **Asian Pacific Islander Curricula & Programs**
- **Black Studies Curricula & Programs**
- **Chicano Studies Curricula & Programs**
- **Native American Curricula & Programs**

ACTION PLAN 10

SENSE OF BELONGING: Campus Climate

- **Annual Campus Climate Survey Prefacing an Open Campus Dialogue**
- **An Inclusive Campus Open 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 11

EXPAND DEI POSITIONS & INFLUENCE

- **Reclassify CDAIE as a Shared Governance *Council***
- **Empower CDAIE with the Development and Oversight of DEI Evaluations /Audits and Reporting for the Campus**
- **Assign CDAIE with the Development, Operationalization & Evaluation of the 13 Point Strategic Action Plan**
- **Institutionalize CDAIE Chair as a Voting Entity on PCAB**
- **Provide CDAIE Chair Reassign Time for Expanded Duties**
- **Create a Campus Ombudsman Position to Augment DEI Efforts**

ACTION PLAN 12

CONDUCT ANNUAL DEI EVALUATIONS

- **Include Intra-Campus DEI Evaluations by Students, Faculty, Classified Professional Staff & Administrators**
- **Include DEI Classroom, Department, 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, REPORT & 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**

SYSTEMS OF COLLABORATION FOR RACIAL & SOCIAL JUSTICE ON CAMPUS

