

# COLLEGE EXECUTIVE COMMITTEE MEETING

Tuesday, December 2, 2014 • 1:30 p.m. – 2:30 p.m. • N-206

**Members:** Hsieh, Bell, Bennie, Ramsey, Haidar, McMahon, Allen, Hubbard, & Light

**Attendees:** Beitey & Jacobson

- A. Approval of the Agenda
- B. Approval of Previous Minutes
- C. Guests/Introductions
- D. Updates from the Chancellor's Cabinet
- E. New Business

#	Item	*Strategic Goals	Initiator
1	Posting of College Mission Statement	1 & 3	Hsieh

F. Old Business

#	Item	*Strategic Goals	Initiator
1	College Wide Assessment and Outcomes Plan	1 & 3	Bennie & McMahon
2	Accreditation	1	Hsieh & Miramontez
3	Follow Up on Implementation of Cultural and Diversity Plan (attachment)	3	Hsieh
4	Update on Spring 2015 Convocation Program	1, 2, & 3	Ramsey
5	Strategic Plan Assessment Update	1	Miramontez

G. Place Holders

#	Item	*Strategic Goals	Initiator
1	Strategic Enrollment Management Recommendations (Due to CEC on 2/24/15)	1 & 3	Bennie & McMahon
2	2015 Board On-Campus Meeting (attachment)	1, 2, 3, & 4	Beitey & Miramontez

H. Reports

*(Please limit each following report to two minutes maximum. If you have any handouts, please e-mail them to Briele Warren ahead of time to be included for distribution electronically).*

- Academic Senate
- Classified Senate
- Associated Student Council
- District Governance Council
- District Strategic Planning Committee
- District Budget Committee
- College Governance Committee

I. Announcements

J. Adjourn

**As a courtesy, please let the President know if you cannot attend the meeting.**

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**\* San Diego Miramar College 2013 – 2019 Strategic Goals**

**Goal 1:** Provide educational programs and services that are responsive to change and support student learning and success.

**Goal 2:** Deliver educational programs and services in formats and at locations that meet student needs.

**Goal 3:** Enhance the college experience for students and the community by providing student-centered programs, services and activities that celebrate diversity and sustainable practices.

**Goal 4:** Develop, strengthen and sustain beneficial partnerships with educational institutions, business and industry, and our community.

**Please also see** <http://www.sdmiramar.edu/institution/plan> **for San Diego Miramar College 2013-2019 Strategic Plan**

**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.

GOALS	ACTION PLAN	RESPONSIBLE PARTY(IES)	TIMELINE
<p><i>Goal 1</i> Promoting, recruiting, and increasing diversity of faculty and classified staff to reflect the composition of the student population and the surrounding community. <i>Strategy 3.2</i></p>	<p>1.1 Increase the hiring of a diverse staff that is reflective of the campus community and the SDCCD service area. This can be achieved by using the college environmental scan as well as department diversity data, and the data of student and faculty/classified staff demographics.</p>	<ul style="list-style-type: none"> <li>President, Classified Supervisor Rep, DIEC Rep, Department Chairs, &amp; Deans</li> </ul>	<p>Bi-annual report presented at the last CEC meeting in November, and the last CEC meeting in April.</p>
<p><i>Goal 2</i> Fostering an open and inclusive culture on campus with regard to diversity in the workplace which includes recognition, respect and celebration of the diverse languages, perspectives and experiences that comprise the Miramar College community. <i>Strategy 3.1</i></p>	<p>2.1 Address any campus community concerns in relation to diversity, and respect of all differences in a proactive and professional manner.</p> <p>2.2 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>	<ul style="list-style-type: none"> <li>SCO Officer &amp; DIEC Rep</li> </ul>	<p>Bi-annual report presented at the last CEC meeting in November, and the last CEC meeting in April.</p>

GOALS	ACTION PLAN	RESPONSIBLE PARTY(IES)	TIMELINE
<p><i>Goal 3</i> 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 diversity as a necessary component of a global citizenship. <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 diversity and global citizenship on campus.</p>	<ul style="list-style-type: none"> <li>VPSS, VPA, Dean of Business, Technical Careers &amp; Workforce Initiatives, DIEC Rep, &amp; Staff Development Committee Co-chairs</li> </ul>	<p>Bi-annual report presented at the last CEC meeting in November, and the last CEC meeting in April.</p>
<p><i>Goal 4</i> Offering and promoting program, outreach, and student activities that recruit a student population which includes those from underrepresented groups. <i>Strategy 3.1, 3.2</i></p>	<p>4.1 Recommend the institutionalization of relevant curriculum and programs of study to include Ethnic and Gender Studies Program(s). Develop and/or maintain 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>	<ul style="list-style-type: none"> <li>VPI, DIEC Rep, &amp; Chair of chairs</li> </ul>	<p>Bi-annual report presented at the last CEC meeting in November, and the last CEC meeting in April.</p>
<p><i>Goal 5</i> Working with community partners to demonstrate and promote the inclusive and diverse character of an education at Miramar College. <i>Strategy 3.3, 3.5</i></p>	<p>5.1 Support a “Campus 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 with other institutions and agencies to enhance the college experience and build strong partnerships.</p>	<ul style="list-style-type: none"> <li>Dean of Student Affairs &amp; DIEC Rep</li> </ul>	<p>Bi-annual report presented at the last CEC meeting in November, and the last CEC meeting in April.</p>

## 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, which 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.