

# **San Diego Miramar College**

## **Diversity and International Education Report: Spring 2018**

**Goal 1: Promoting, recruiting, and increasing diversity of faculty and classified staff to reflect the composition of the student population and the surrounding community.**

### **Conducted planning meeting on how to employ strategies for Goal 1**

- Developed a rough draft of a template for departments to develop hiring goals
- Developed a draft of a script advising hiring committees on “Miramar's commitment to diversity”. Further encouraging these committees to incorporate questions addressing diversity beyond the one diversity questions included in the hiring packet.
- Continue to meet with administration to get their support in creating department hiring goals.
- Developed a budget that promotes, recruits and educates faculty on issues of diversity.

**Goal 2: 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 comprises the Miramar College community.**

- Continuation of the Language Translation project which places welcoming signs around the campus in many world languages
- Send members of DIEC to NCORE conference which provides training in issues of campus diversity in order to share with the campus community
- Provided feedback and suggestions on Diversity and Inclusion section of Campus Climate survey to college Research office
- Celebrate diversity with campus programming such as events, films, and speakers, etc.
- Created a task force for LGBTQX faculty, staff, administrators, and students. In FA17, the task force engaged in the following:
  - Tabling at campus events to provide a welcoming atmosphere for the campus community, including at Open House for incoming students
  - Held a Resource Fair with community organizations in Student Services Center
  - Several task force members attended free LGBTQ+ CA Community Colleges Summit at UC Riverside
  - Collaborated with District Equity and Diversity staff to include Safe Zones image on District webpage
  - Promoting and holding Safe Zone trainings for campus and district community
  - Collaborated with Mary Hart to create a Research Guide of LGBTQ Library Resources <http://sdmiramar.libguides.com/lgbtq>
  - Created social media accounts to promote LGBTQX at Miramar

### **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**

The San Diego Miramar College Diversity and International Education Committee organizes events that expose students to multicultural themes such as individual reflections, travel experiences, literature, history, and Civil Rights. We strive to attract to and to inspire students, faculty, counselors, and classified members, and other members of our community to attend our events with:

- **informative guest speakers, films, PowerPoint presentations**, and other means of communication
- **diverse scheduling** to honor the diverse schedules of our students, faculty members, and other members of the community
- **free admission** to honor the difficult financial times many of our students face
- **extra credit and accident-forgiveness points** to motivate student attendance and encourage campus civility

**In the fall of 2017**, the San Diego Miramar College Diversity and International Education Committee offered the following events that celebrated diversity.

#### ❖ **Latino Heritage Month (September 2017)**

- *A Class Apart*, Friday, September 15, 1:30 P.M.
- *Violeta se fue a los cielos (Violeta Went to Heaven)*, film, Thursday, September 28, 2017, 3:00-5:30 P.M.

#### ❖ **Filipino American Heritage Month and Domestic Violence Awareness Month (October 2017)**

- *Center for Community Solutions Informational Table*, Monday, October 30, 11:00 A.M.-1:00 P.M.

#### ❖ **International Education Week (one week in November, 2017)**

- *Hired Gun: Explaining the Election and Popularity of Philippine President Rodrigo Duterte*, Thursday November 2, 2018, 2:00-3:00 P.M.
- *Ethiopian Culture Day*, Wednesday, November 15, 2017, 10:00 A.M.-4:00 P.M.
- *International Literature Discussion*, Thursday, November 16, 2017, 8:30 A.M.-10:30 A.M.
- *Filipino Cultural Dance & Music Performance*, Friday, November 17, 2017, 7:00 P.M.

#### ❖ **Native American Heritage Month (November, 2017)**

- Guest speaker Karen Lacy, Thursday, Nov 16, 2:30-3:30 pm

**In the spring of 2018**, the San Diego Miramar College Diversity and International Education Committee is offering the following events that celebrate diversity:

❖ **Black History Month (February, 2018):**

- *Selma*, film, Tuesday, February 13, 2018, 12:30-3:00 P.M.
- *Savage Acts*, Film, Tuesday, February 27, 2018, 7:00-8:00 P.M.
- *Spoken Word*: Bennie Herron, poetry recital, Wednesday, February 28, 2018, 1:00-2:00 P.M.

❖ **Women’s History Month (March, 2018):**

- Women’s Literature Roundtable Discussion TBA

❖ **April, 2018 Events:**

- Civil Rights Film Festival: films with diverse Civil Rights themes. Free lunch included TBA
- *Yom HaShoah* (Holocaust Memorial/Remembrance Day): *Denial*, film to remember the Holocaust TBA

❖ **Asian Pacific American Heritage Month (May, 2018) TBA**

The San Diego Miramar College Diversity and International Education Committee strives to implement sustainable practices by:

- Advertising our events electronically to the community to avoid the use of paper
- Including flyer attachments with our electronic ads that faculty can advertise to their students either electronically or as hardcopy.
- Using the Marketing Committee to advertise our “big” events.

The San Diego Miramar College Diversity and International Education Committee has also strived to embrace our diverse students and other members of the community with:

- LGBTQX Alliance Task Force meeting reports and campus events
- Provided Safe Zones training to the campus every semester, with Safe Zone display stickers to faculty, administrators, staff, and student workers who are trained
- Submitted Equity Proposal to prior Dean for a multicultural center on campus that would be inclusive for everyone; will submit a second proposal during SP18 round of proposals
- Future goal: a quiet room for purposes of contemplation
- Reports regarding International Education; offerings of International Ed destinations
- Reports regarding SDCCD Cultural Diversity Advisory Committee

**Goal 4: Offering and promoting program, outreach, and student activities that recruit a student population, which includes those from underrepresented groups.**

In an effort to meet the goals outlined in Goal 4 of the Diversity Committee Plan, the Diversity Committee has worked to meet the following:

Recommend the institutionalization of 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.

The committee held meetings with the Articulation Officer and the Curriculum Chair to discuss creating the Ethnic Studies Degree and Certificate of Performance. The discussion included how the campus could create this important curriculum, the importance of having the program on campus, the activation of current District courses, and the possible placement of the program (School /Department). This item will continue to be discussed.

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**Goal 5: Working with community partners to demonstrate and promote the inclusive and diverse character of an education at Miramar College.**

- **ACLU Collaboration.** We are seeking to continue to develop our collaborative effort with the American Civil Liberties Union.
- **The Greater San Diego Muslim Community.** We are seeking to provide speakers for the larger community. One will be Miramar graduate Fayaz Nawabi who will be speaking to our campus.
- **Miramar Arts Department.** To host presentations of contemporary artists, writers and performers from diverse communities in the larger Southern California community.
- **Kevin Powell** – Miramar College DIEC collaborated with the City College DIEC to bring the renowned author and speaker to both campuses as part of both campuses Black History Month.

- **Akiko Takeyama** – The DIEC partnered with the Anthropology program to bring Stanford University Press author and anthropologist to speak on Miramar campus about Japanese cultural practices.
- **Karen Lacy** – The DIEC brought the former SD Museum of Man Collections Manager to campus for a talk on “Decolonizing Museums.”
- **San Diego State University Living Writers Series.** Our campus will be cohosting writer Bennie Herron who will also be presenting at San Diego State University.
- **All of our events are open to the community.** Thus many of the events have participants and audience members that are students but also include members of the larger community around Miramar College.