

San Diego Miramar College
Diversity and International Education Committee
Diversity Plan

**Created by the Miramar College Diversity &
International Education Committee**

Adrian Arancibia & Terrie Hubbard
Committee Co-chairs

Revised: November 2018

The following reflects Goal One of the Campus Diversity Plan at Miramar College.

FACULTY HIRING PROCESS

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

Diversity Committee's task to Darrel Harrison

1. Develop a task force to create a comprehensive faculty hiring plan at Miramar College.
2. Proposed Task Force recommendations:

| FACULTY | ADMINISTRATION |
|-------------------------|-----------------------|
| Darrel Harrison (Chair) | Paulette Hopkins |
| Patty Martinez Parker | Cheryl Barnard |
| Carmen Jay | Jesse Lopez |
| Mara Sanft | George Beitty |
| Alex Stiller | Lou Ascione |
| Science/Math Instructor | Xi Zhang - Researcher |

ACTION PLAN

College

1. President must affirm district's diversity statement each year.
2. must develop a diversity statement that sets the standards and goals of Miramar College with respect to hiring.
3. should ensure that all marketing materials reflect Miramar's commitment to diversity.
4. should invite professional diversity speakers to mandatory flex activities.

President

1. must affirm district's diversity statement each year.
2. should demand faculty diversity goals of each school
3. should turn away faculty candidate lists that does not reflect the diversity goals of school.
4. must be an active driver of diversifying faculty and staff at Miramar.

Schools/Departments/Programs

1. should develop faculty diversity goals
2. should develop a diversity analysis of its faculty vs. students
3. should maintain an annual record and review of their adjunct faculty.

Hiring Committees

1. should be read Miramar Diversity Statement prior to start of process (not yet developed)

2. should be provided a breakdown of its school's diversity vs. student diversity
3. should share its job search information to everyone on campus so others can disseminate to their respective colleagues.
4. should be aware of the candidate list sent forward may be sent back if it does not reflect the goals of the school.

Faculty Senate

1. should be committed to faculty diversity at Miramar by;
 - a. developing a Faculty Senate statement supporting diversity
 - b. assisting in Developing a Campus Diversity Statement
 - c. granting awards or recognition to Faculty who are committed through their acts and actions to diversity
 - d. assisting with the development of faculty diversity standards to be used in faculty evaluations.

The following reflects Goal Two of the Campus Diversity Plan at Miramar College.

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.

Assigned Members: Isabelle Martin, April Koch

The San Diego Miramar College Diversity and International Education Committee (DIEC), through its involvement in various activities and events, strive to cultivate an open and inclusive culture on campus, by ensuring that different perspectives, abilities, and experiences are included, highlighted, and celebrated.

Here is a list of actions that the San Diego Miramar College Diversity and International Education Committee took within the last year to foster an open and inclusive culture.

Actions:

- The Culture and Inclusion Center task force, which is supported by the DIEC, has been collaborating with the Office of Institutional Research and Planning in designing surveys that will be sent to students, faculty, and staff to assess their needs in relation to the creation of a Culture and Inclusion Center on campus and gather suggestions of activities, workshops, trainings, and speakers.
- Provided continued efforts to add to the International Languages Board on campus so that the diverse languages spoken by Miramar College students and employees are represented.
- Ensured that Miramar College students, employees, and community members had the opportunity to increase their awareness of people with disabilities by including the showing of a movie and discussion on the topic of Alzheimer during the Civil Rights Film Festival on campus.
- Provided Safe Zone trainings to people on campus. Those trainings help increase the understanding of the issues that people within the LGBTQ+ community face. They promote the importance of using inclusive language, and provide tools to build a stronger and sensitive campus environment.

- Encouraged and supported inclusion of people with disabilities to campus activities by including a statement in regards to access and availability of accommodations on all promotional material advertising events organized by the Diversity and International Education Committee.
- One of the DIEC committee members participated as a panelist to the event organized by the Career Center called *“Paving the Way to a Fulfilling Career: Narratives of Successful Immigrant Women”*. The event was attended by students and employees.
- The Diversity and International Education Committee brought the B-Side Players (music group) on campus to celebrate Latinx Heritage Month and feature music in Spanish.
- Discussed recent racial profiling event on campus and inquired to the assigned authorities about the next steps to take to prevent such incidents from happening again.
- Created a task force to develop a comprehensive faculty-hiring plan at San Diego Miramar College.
- Brought on campus several events and speakers to highlight various cultures and communities including but not limited to:
 - Presentation on Iconic Mexican Works of Arts
 - Film and discussion: Little Manila: Filipinos in California Heartland
 - Domestic Violence Resource Table and Workshop
 - Presentation by Trans Advocate Jackson Bird
 - Study Abroad Opportunities Presentation
 - Civil Rights Film Festival
 - Black History Month Activities
 - Support of the Food Pantry and Farmers Market on campus
 - Proposal and participation to the creation of a Culture and Inclusion Center on campus that will celebrate people of various backgrounds and abilities
 - Samahan Performing Arts Concert
 - LGBTQ+ Alliance meetings and trainings

The following reflects Goal Three of the Campus Diversity Plan at Miramar College.

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 diversity as a necessary component of a global citizenship.

Assigned Members: Judy Patacsil

ACTION PLAN

3.1 The Committee will enhance the college experience for students and the community by providing student-centered programs, services and activities that celebrate and promote diversity and global citizenship on campus.

3.2 The Committee will identify and secure adequate funding for the events.

3.3 The Committee will collaborate with campus and community programs to offer and promote events.

EVIDENCE OF ACTION

In the fall of 2018, the San Diego Miramar College Diversity and International Education Committee offered the following events that celebrated diversity.

- ❖ **Latinx Heritage Month (September 2018)**
 - **B-Side Players** Wednesday, September 12, 2018
 - **Iconic Mexican Works of Art:** Wednesday, September 26, 2018, 4:00-6:00 P.M.
 - **The 33** (film and discussion): Friday, September 28, 2018, 6:00-8:30 P.M.
- ❖ **Filipino American History Month and Domestic Violence Awareness Month (October 2018)**
 - **Little Manila: Filipinos in California's Heartland** (film and discussion), Friday, October 26, 2018, 7:30 A.M.
 - **Domestic Violence Resource Table**, Tuesday, October 30, 2018, 12:30-1:30 P.M.
 - **Domestic Violence 101 Workshop**, Tuesday, October 30, 2018, 2:00-3:00 P.M.
 - **Silent Sacrifices: Voices of the Filipino American Family** (film and discussion), **Wednesday, October 31, 2018, 7:00-8:00 P.M.**
- ❖ **LGBTQ Rights**
 - **A Conversation with TED resident, YouTuber, and trans advocate Jackson Bird**, Tuesday, November 6, 2018, 10:00-11:00 A.M.
- ❖ **International Education Week (November) and Native American Heritage Month**
 - **Antonia Felix – Author & Educator – presentation on biographies for high profile women (including recently published books on Senator Elizabeth Warren and Supreme Court Justices Sonia Sotomayor and Ruth Ginsberg)**, Tuesday, November 13, 2018, 1:00-2:00 P.M.
 - **Study Abroad Information Table on Summer 2019 Program in Barcelona, Spain**, Wednesday, November 14, 2018, 1-2PM
 - **Study Abroad Opportunities Presentation on Summer 2019 in the Philippines**, Wednesday, November 14, 2108, 7:00-8:00 P.M.
 - **International Literature Discussion**, Thursday, November 15, 2018, 9:00-10:30A.M.

In the spring of 2019, the San Diego Miramar College Diversity and International Education Committee will offer events for:

- ❖ **Black History Month (February, 2019):** TBA
- ❖ **Women's History Month (March, 2019):** TBA
- ❖ **April, 2019 Events:** TBA
 - Civil Rights Film Festival: films with diverse Civil Rights themes. TBA
 - *Yom HaShoah* (Holocaust Memorial/Remembrance Day) TBA
- ❖ **Asian Pacific American Heritage Month (May 2019):** Samahan Performing Arts Concert, Friday, May 3, 2019, 7:00PM

The San Diego Miramar College Diversity and International Education Committee embraces our diverse students and additional members of the community with:

- LGBTQ+ Alliance Task Force - advocacy, events, and meetings
- Support of Farmers Market
- Proposed cultural center on campus that will be inclusive for everyone and include a proposed quiet room
- Discussion of abuses on campus; e.g., the recent racial-profiling incident of an innocent, homeless Miramar College Student who while on our campus was wrongly apprehended and forced into a police car by a Miramar College police officer. Our committee wants to know why this happened and what will be done about it.
- Securing funding through collaboration, involvement, and participation with the SDCCD Cultural Diversity Advisory Committee (CDAC), as well as the college president's funding.
- Collaboration with Instruction, including English, Language, Music and Personal Growth Classes and Student Services, including Mental Health and Academic Counseling, student organizations, and community organizations.

RESPONSIBLE PARTY(IES) FOR IMPLEMENTATION & TRACKING

Diversity Committee Members and Judy Patacsil

RECOMMENDATIONS to Administration

- Full support to fund more on-campus events and to send faculty and classified members, counselors, interested students, and any other DIEC members to conferences (such as NCORE) that provide professional development opportunities that result in inspiration, ideas, and information related to diversity for future on-campus DIEC events.
- Less bureaucracy to process funding, especially funding which comes from CDAC.
- Consider hiring a Diversity Officer and/or provide release time to a faculty member and provide clerical support to have adequate time to coordinate, to plan, to process payments, to promote events etc. for implementation of Goal 3.

The following reflects Goal Four of the Campus Diversity Plan at Miramar College.

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

Assigned Members: Laura Gonzalez, Terrie Hubbard

Action Plan

4.1 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.

4.2 Present and promote student activities through outreach and on campus such as student clubs, diversity-related working groups, events, and speakers that target students, including disproportionately impacted students and other underrepresented student populations.

Evidence of Actions

- An **Ethnic Studies/Social Justice Studies degree** based on an ADT model has been proposed and development is in progress. Mara Palma-Sanft helped to compile appropriate courses for the curriculum, and Duane Short is working on the tech writing for the Course Outline of Record. As part of the Ethnic Studies degree development, SOCO 207: Race and Ethnicity has gone through the Curriculum Tech Committee and will launch along with the Ethnic Studies degree proposal.
- The **LGBTQ+ Alliance task force** is a working task force under the DIEC. It meets biweekly, and addresses the following mission: *To support the campus LGBTQ+ community through advocacy, creating safe spaces, and promoting education.* This year, the Alliance has held a Resource Fair with 18 tables, has partnered with the new ASG student club, Club SPECTRUM to promote community and education on campus, has sponsored several campus activities open to all such as "Gender and the New CA Laws" presentation by Jason Woltman, Esq. and the upcoming Jackson Bird presentation on "Demystifying the Transgender Experience."
- Worked to secure the approval of a future campus **Culture and Inclusion Center** (formerly Intercultural Center). Dean Tonia Teresh and Laura González are currently holding biweekly meetings with any interested members of the campus community in the development of Culture and Inclusion mission, vision, and goals. The draft of our goals are included at the end of this document.

Recommendations

- Continue working toward the completion and offering of the Ethnic Studies degree with interested parties across campus.

- Recruit faculty for ethnically based student clubs on campus such as MEChA, Black Student Union, Muslim Student Association, etc.
- Continue meeting with the Culture and Inclusion Center (CIC) task force to develop the CIC; develop a web page this semester, knowing that it may live digitally first; work on a research plan to solicit campus input including student surveys faculty and staff surveys, and focus groups with the campus Research Office.

The following reflects Goal Five of the Campus Diversity Plan at Miramar College.

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

Assigned Members: Adrian Arancibia

Diversity Committee believes it important to work with different community groups to demonstrate our commitment to working with other groups, colleges and organizations. For this reason, it is often necessary to seek out collaborators to help with programming, this is necessary step for funding and developing a broader network with which publicize and develop our events and our work. Though we plan and establish relationships with other colleges,

Action Plan

The Diversity Committee has worked with the following groups over the course of the past year to assure that we have consistent programming and speakers that reflect our student populations' needs and .

(It must be noted, that though we work with various individuals, organizations, and colleges to produce events, this does not always mean we are able to make the event happen.)

Evidence of Action

Collaborations

Poetry reading with Bennie Herron - Black History Month
Produced in conjunction with San Diego State University's Living Writer Series

Asian Pacific American History Month
Collaboration with Samahan Organization

Intended performance of Tambobross
Cuyamaca College, Media Arts Center San Diego, Mesa College, City College

Presentation by Jackson Bird
Mt. San Jacinto College, the LGBTQ Alliance, Fresh Speakers

B-Side Players
The Miramar College Farmers Market

Nearly all of these events have collaborated with the Marketing Committee to better promote the events of the committee.

Support for the Development of the Intercultural Center

Civil Rights Film Festival

With the support of the Administration of Justice Student group.

Recommendations to Responsible Parties

That ASG be included more in our event planning to assure more students attend and know about services and events.

Continued and increased support from Administration to keep funding events.

The DIEC will continue to support the Miramar Farmer's Market.

The DIEC will continue to create access for public to hold events at Miramar College.

The DIEC will continue to support and collaborate with other campus groups to support the campus hour.

The DIEC will continue to collaborate with organizations and groups to bring the best programming that addresses the needs of our students and community populations.