

Mt. San Antonio College
Diversity, Equity, Inclusion, Social Justice, and Anti-Racism (DEISA+) Council
June 2, 2023 | 11am-12:30pm

Kelly Fowler Management Representative (Co-Chair)	x	Tami Pearson Management Representative	x	George Gutierrez CSEA 651 Representative	x	Wilson, Ryan Guest (sub for Sokha Song)	x
Sokha Song Management Representative		Clarence Banks Management Representative	x	Mica Stewart Academic Senate Representative (Co-Chair)	x	(Vacant) Confidential Representative	
Sylvia Ruano Management Representative	x	Gizelle Ponzillo CSEA 262 Representative (Co-Chair)	x	John Miller Academic Senate Representative	x	Melissa Vang (Guest) Cara Tan (Guest)	x
Angelic Davis Management Representative	x	Rosa Asencio CSEA 262 Representative		Roger Willis Academic Senate Representative		<i>Recorder: Lisa Jackson</i>	

Topic	Time	Discussion/Action Item
1. Welcome, Introductions, Check-in	12:00pm	•
2. Review Agenda	12:05pm	•
3. Approval of the May 12 Minutes	12:10pm	• Minutes approved as submitted
4. DEISAA, DEISA+, or DEISA∞? Diversity, Equity, Inclusion, Social Justice, Anti-Racism, and Other Isms	12:15 pm	•
5. DEISA+ <i>Discover and Do Balance</i>	12:25 pm	•
6. Review DEISA+ Terms	12:35 pm	<ul style="list-style-type: none"> • Reviewed and updated DEISA+ terms. R. Wilson to send an updated list to the committee. • Melissa Vang will present at the September meeting. She will present a data analysis of the Fall 2020 and Spring 2021 surveys. <ul style="list-style-type: none"> ○ This presentation will include recommendations on how to move forward, and an analysis of the qualitative data shared by Cara Tan focusing on reoccurring themes.

		<ul style="list-style-type: none"> • A recommendation will be made to the Campus Equity Diversity Committee (CEDC) proposing to separate the employment piece while this committee focuses on the cultural and DEISA+ piece. <ul style="list-style-type: none"> ○ There needs to be a distinction on what is meant by employment and what we would like the CEDC to be focused on. ○ R. Wilson to review the survey report and identify those questions.
<p>7. Campus Climate Report (Fall 2020 NACCC & Spring 2021)</p> <p>a. Review and Discussion</p> <p>b. Recommendations</p>	12:45 pm	<ul style="list-style-type: none"> • Reviewed and discussed the Spring 2021 Campus Climate Report. • Most questions within the report are DEISA related. Respondents had the opportunity to answer yes or no to different components. • A recommendation was made to ensure the use of paper copies for CSEA 651 employees who do not normally use a computer. <ul style="list-style-type: none"> ○ Discussed creating a QR code as an option. • Going forward it would be helpful to have demographic information. • Roundtable discussion was held regarding survey questions and comments and what they mean. <ul style="list-style-type: none"> ○ What is the purpose of campus climate survey? ○ We are divided and it is problematic. ○ We have two separate issues - a cultural understanding of what is happening on campus and more of a discrimination perspective of why we are experiencing those things. • Discussed the importance of including student voices because they are experiencing this as well. <ul style="list-style-type: none"> ○ We want to be inclusive of students and ensure that they are being heard. ○ This is an opportunity for the college to learn about what students are experiencing in terms of the Mt. SAC culture. • Discussed next steps and how to increase survey responses. How do we encourage participation? <ul style="list-style-type: none"> ○ Some ideas include posters with QR codes, better advertising, increased marketing, and increased collaboration with the faculty association and CSEA.
<p>8. "Parking Lot" Topics</p>	12:55 pm	<ul style="list-style-type: none"> • Beginning Fall 2023, the committee will meet the second Friday of the month from 11:00am-12:30pm. This will be an in-person lunch meeting. Lunch will be provided. <ul style="list-style-type: none"> ○ Lisa to send calendar invite. ○ All meetings will be held in person, and via Zoom for committee members who need this option.