



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

DIVERSITY, EQUITY AND INCLUSION COUNCIL

November 2013

TO OUR DISTRICT COMMUNITY

As many of you know, diversity has long been a priority, a commitment and a source of pride for our District. In February 2011, that commitment was strengthened with the formation of the Diversity, Equity and Inclusion (DEI) Council. Since its inception, great strides have been made to increase awareness and enhance understanding of what it means to be an inclusive organization.

This work is important because diversity enriches the human experience by exposing each of us to backgrounds, perspectives, cultures and belief systems different than our own. Those differences challenge us, make us think, change our minds, change our lives and ultimately unite us as we seek to understand our differences and commonalities.

We are pleased and proud of the work completed by the Council and the three district wide committees, they are:

- Grossmont College's Diversity, Equity & Inclusion Committee
<http://www.grossmont.edu/diversity/>
- Cuyamaca College's Diversity, Equity & Inclusion Committee
<http://www.cuyamaca.edu/cc/diversity.asp>
- District Services Diversity, Equity and Inclusion Committee
<http://intranet.gcccd.edu/district-services-dei-committee/default.html>.

Here are some of their accomplishments:

Resources Developed

- Created the Equal Employment Opportunity Advisory Committee (EEOAC)
- Created a DEIC Strategic Plan
- Revised/added Board Policies
- Improved and heightened Web Presence
- Updated EEO Plan (2013)
- Performed Applicant Analysis

Facility Enhancements

- Addition of Gender-neutral Restrooms
- "Safe Spaces" for LGBT Students
- Contemplation Room – provides a safe place for students to pray or meditate

Office of the Chancellor

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Educational Opportunities

- Workshops and Presentations
- Diversity Dialogues
- Board Presentation
- Posted Information about DEI activities

We encourage each of you to become familiar with the accomplishments above by accessing the Council's website at: <http://intranet.gcccd.edu/dei-council/default.html>.

You can also talk with the representative on your local diversity, equity and inclusion committee to learn more about Districtwide efforts.

None of the work accomplished by the Council and local committees could have been done without your support and assistance. Thanks to everyone who participated, attended a workshop, responded to a survey, or generally lent their support to make this progress possible. The work continues.

Diversity, Equity and Inclusion Council,

Anne Krueger
Arleen Satele
Carlos Contreras
Cristopher Tarman
Cindy Miles
David Milroy
Howard Irvin
Lauren Vaknin
Linda Jensen
Marsha Edwards
Pamela Wright
Pat Setzer
Raad Jerjis
Sandy Rosenthal
Selam Gebrekristos