



GROSSMONT-CUYAMACA

COMMUNITY COLLEGE DISTRICT

Virtual Meeting Summary

1. What are your campus action items for this project?

- Establish a DEI Committee (Districtwide & Colleges)
- Create Strategic Plan for DEI Efforts
- Administer a DEI Survey
- Create an Atmosphere of Inclusion
- Develop Plan for Cataloging Resources
- Develop a World-Class Workforce
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What has been completed to date?

- Created a charge and composition for the Council and a three-year strategic plan.
- Formed DEI Committees for both campuses and District Services.
- Held a workshop to strategize about DEI initiatives.
- Held focus groups at both campuses and District Services to discuss the state of diversity at GCCCD.
- Held diversity and cultural competency workshops for faculty and students.
- Districtwide survey of students about diversity.

2. Has your institution hosted any campus dialogues since our last virtual meeting and, if so, in what forms have they occurred?

District and college DEI committees have continued to meet and discuss ways to foster future dialogues about diversity.

3. What challenges have arisen to date? How have you addressed them?

- Human resources: adequate participation to carry out the work of the DEI Districtwide Council and DEI campus committee.
 - Lost member of DEI committees due to districtwide early retirement program.
 - Ongoing recruitment of additional faculty and administrators for DEI Council and college committees.
- Time – Incorporate DEI work into all that we do.

4. What lessons have you learned during the course of this project?

- Pre-existing barriers to collaboration within the district can affect work on this initiative.
- Broadening our spheres of influence for garnering support for the project
Addressing the resistors
Building on the trust relationships that already exist to create sensitivity and a safe environment
- Self-reflexivity among leaders of the initiative

5. What are your plans for the fall semester?

- Creating a brand for our initiative
- Communicate brand districtwide
- Internal emails announcing activities
- Website creation and intranet website pages
- Posters, signage, social media
- Designate Unisex Bathroom on Campus (Cuyamaca)
- Revitalize student ambassador program (Grossmont)
- Create a diversity/multicultural graduation requirement
- Create a global studies degree
- Utilize an Equity Score Card
- Analyze and utilize survey data
- Develop a plan for cataloging resources
- Continue Professional Development workshops and College Hours with a focus on diversity, equity and inclusion