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Sent: Thursday, October 30, 2014 1:14 PM

To: Grossmont Site <GrossmontSite@gcccd.edu>; Cuyamaca Site <CuyamacaSite@gcccd.edu>; District Services <DistrictServices@gcccd.edu>

Subject: A message from the Diversity, Equity and Inclusion Council: Honoring Diversity in our District



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

A message from the **Diversity, Equity and Inclusion Council**

Honoring Diversity in our District



We're pleased to let you know that Grossmont-Cuyamaca Community College District has been honored with the 2014 Higher Education Excellence in Diversity (HEED) award, a national honor from [*INSIGHT into Diversity*](#) magazine recognizing colleges and universities for outstanding commitment to diversity and inclusion.

Our District will be featured among other awardees from across the nation in the November issue of the magazine, the oldest and largest diversity-focused magazine in higher education. We were the only

community colleges in California included in the list.

This is a wonderful recognition of the depth and breadth of our diversity efforts. The creation of the Diversity, Equity and Inclusion (DEI) Council and our three Grossmont, Cuyamaca, and District Services DEI committees in 2011 has focused and energized our DEI efforts, truly bringing our [board policy on diversity](#) to life.

Here are just a few of the many efforts underway throughout our District for which we received this recognition:

- Implementation in 2013 of its [Diversity, Equity and Inclusion Council Strategic Plan](#). The multifaceted plan was created to ensure an environment fostering cultural competence, equity, and respect for all employees and students. The council and committees have led our efforts to look honestly at our diversity data and to seek ways to increase employee diversity and make our District more welcoming to everyone.
- Prominent [DEI web presence](#) with public information about plans and progress in meeting DEI goals, resources, and links to DEI committees and activities.
- 2013 update of the District's [Equal Employment Opportunity Plan](#) and annual public review of our [EEO data](#).
- Selection of the district in 2011 as one of eight institutions of higher education to participate in the [American Council on Education's At Home in the World initiative](#), a program to aid institutions in developing ways to promote diversity/multicultural education.

- Establishment of “**Safe Space**” areas at both campuses for lesbian, gay, bisexual and transgender students and **gender-neutral restrooms**.
- Cuyamaca College’s [Diversity Dialogues](#), a free public workshop series focusing on diversity and social-justice topics. Students who attend three or more workshops receive a Diversity and Leadership certificate that can be used toward a similar certificate offered by SDSU.
- [Grossmont College’s many events](#) sponsored by the World Arts and Culture and DEI Committees. Recent free public events included national race expert **Tim Wise**, Chicano activist and author **Luis J. Rodriguez**, and film director, **Jeff Chiba Stearns** along with a screening of his documentary about mix-race families, “One Big Hapa Family.”
- Lunchtime **Book Club meetings** in which District Services employees discuss books/articles highlighting diversity themes, such as *White Privilege: Unpacking the Invisible Backpack* and [Stop teaching tolerance in our schools](#).

As you can see, we’ve accomplished much in the past few years. Nevertheless, we are aware that in many ways, we have only begun to make progress toward our ultimate goal of developing work and learning environments that are truly diverse, inclusive, and welcoming for all persons. We’ve focused on our [diversity goals for 2014-15](#) as we plan our activities for this academic year. Together with our DEI committees, we have some exciting projects ahead that we hope will engage our campuses and community in this journey of development.

We’re proud of the recognition of our diversity, equity, and inclusion efforts with the HEED award, and we look forward to accomplishing much more in the future. Please contact any of these members of the DEI Council if you’d like to learn more or get involved with your DEI Committee.

DEI Council members

Tim Corcoran, chair

Cindy Miles/ex officio chair

Anne Krueger

Carlos Contreras

Christopher Tarman

David Milroy

Martha Clavelle

Pam Wright

Moriah Gonzalez-Meeks

Linda Jensen

Pat Setzer

Raad Jerjis

Selam Gebrekristos

Kimberly Gioscia