

# Mt. San Antonio College

## Diversity, Equity, Inclusion, Social Justice, Anti-Racism, and Accessibility (DEISAA) Council

Agenda | May 12, 2023 | 12-1:00pm

<b>Kelly Fowler</b> Management Representative (Co-Chair)	X	<b>Tami Pearson</b> Management Representative	X	<b>George Gutierrez</b> CSEA 651 Representative			
<b>Sokha Song</b> Management Representative		<b>Clarence Banks</b> Management Representative	X	<b>Mica Stewart</b> Academic Senate Representative (Co-Chair)	X		
<b>Sylvia Ruano</b> Management Representative	X	<b>Gizelle Ponzillo</b> CSEA 262 Representative (Co-Chair)	X	<b>John Miller</b> Academic Senate Representative	X	<b>Wilson, Ryan</b> Guest (sub for Sokha Song)	X
<b>Angelic Davis</b> Management Representative	X	<b>Rosa Asencio</b> CSEA 262 Representative	X	<b>Roger Willis</b> Academic Senate Representative	X	<i>Recorder: Wendi Alcazar</i>	X

Topic	Time	Discussion/Action Item
<b>1. Welcome, Introductions, Check-in</b>	12:00pm	<ul style="list-style-type: none"> <li>Each Council member introduced themselves.</li> <li>Should confidential employees have a representative on this committee? Consensus is yes.</li> <li>The Council membership needs to be updated and approved by PAC.</li> </ul>
<b>2. Review Agenda</b>	12:05pm	<ul style="list-style-type: none"> <li>Reviewed</li> </ul>
<b>3. Approval of the <a href="#">March 30<sup>th</sup> Minutes</a></b>	12:10pm	<ul style="list-style-type: none"> <li>The second bullet should reflect that Mica created the DEISA acronym. Should say, "Mica shared how she created the acronym DEISA, the dual meaning of the word and how it was adopted at the Equity Summit."</li> <li>Dual meaning of DEISA: Represents a service or system that allows all the computers to connect, because they were able to connect, they can do even more because they work together and become even more powerful. Us working together, can do something similar and work together towards DEISA.</li> <li>Minutes Approved with above edits.</li> </ul>

#### 4. DEISAA, DEISA+, or DEISA∞?

12:15 pm

#### DEISA Options

Option	Pros	Cons
DEISAA	<ul style="list-style-type: none"> <li>All of the letters are visible</li> </ul>	<ul style="list-style-type: none"> <li>It's imbalance in appearance</li> <li>The DEISA meaning of being more powerful together is lost</li> <li>It might get extremely long</li> </ul>
DEISA∞	<ul style="list-style-type: none"> <li>The infinity symbol represents no limits to what can be added in terms of "anti"</li> </ul>	<ul style="list-style-type: none"> <li>The infinity symbol is hard to make and not everyone understands what it means</li> <li>Other letters could still be added leaving us with a long acronym</li> </ul>
DEISA∞+	<ul style="list-style-type: none"> <li>The infinity symbol represents no limits to what can be added in terms of "anti"</li> <li>There is precedent with the plus sign with LGB+</li> </ul>	<ul style="list-style-type: none"> <li>The infinity symbol is hard to make and not everyone understands what it means</li> <li>The acronym is very "mathematical" and bulky and might intimidate some</li> </ul>
DEISA+	<ul style="list-style-type: none"> <li>There is precedent with the plus sign with LGB+</li> </ul>	<ul style="list-style-type: none"> <li>No one likes to be part of the "plus"</li> </ul>

LGBTQQIP2SA

- Discussion about the DEISAA acronym and potential changes:
  - Accessibility should be before Anti-Racism, so that all ism's can be included.
  - The two AA's are very impactful. The full word with the plus at the end would be a good addition.
  - Coastline College also has a DEISAA Council.
  - Not everyone knows what the infinity sign means. It might confuse people.
  - Those who do not know how to type the infinity sign will not include it, this will not maintain consistency in the name.
  - Remove the infinity sign from the options.
  - Swap the last two A's so that Anti-Racism is last not Accessibility.
  - The plus sign will most likely get dropped as well.
  - When we say DEISA+ will we say DEISA or DEISA+?
  - Only have one A with the plus sign. Why put two if we have the plus sign, it would be covered by the plus sign.
- Diversity, Equity, Inclusion, Social Justice, Accessibility, Antiracism and Anti-other isms. (DEISA+ or DEISAA+).

		<table border="1"> <tr> <td>DEISA+</td> <td> <ul style="list-style-type: none"> <li>Diversity Equity Inclusion</li> <li>Social Justice</li> <li>Accessibility Antiracism</li> <li>Anti-other isms</li> </ul> </td> <td> <ul style="list-style-type: none"> <li>No one likes to be part of the "plus"</li> </ul> </td> </tr> <tr> <td>DEISAA+</td> <td> <ul style="list-style-type: none"> <li>Diversity Equity Inclusion</li> <li>Social Justice</li> <li>Accessibility Antiracism</li> <li>Anti-other isms</li> </ul> </td> <td></td> </tr> </table> <p>LGBTQ+ LGBTQI+ LGBTQQIP2SA</p> <ul style="list-style-type: none"> <li>Changing the Council name to DEISA+ is agreed upon by the Council members.</li> <li>Recommendation of this change will be made to PAC with the Council purpose and function.</li> </ul>	DEISA+	<ul style="list-style-type: none"> <li>Diversity Equity Inclusion</li> <li>Social Justice</li> <li>Accessibility Antiracism</li> <li>Anti-other isms</li> </ul>	<ul style="list-style-type: none"> <li>No one likes to be part of the "plus"</li> </ul>	DEISAA+	<ul style="list-style-type: none"> <li>Diversity Equity Inclusion</li> <li>Social Justice</li> <li>Accessibility Antiracism</li> <li>Anti-other isms</li> </ul>	
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<b>5. DEISAA <i>Discover and Do Balance</i></b>	12:25 pm	<ul style="list-style-type: none"> <li>The Council will continue to have dialogue and hands-on/doing during our Council meetings.</li> </ul>						
<b>6. Review DEISAA <a href="#">Terms</a></b>	12:35 pm	<ul style="list-style-type: none"> <li>Tabled until next meeting</li> </ul>						
<b>7. Campus Climate Report (<a href="#">Fall 2020 NACCC</a> &amp; <a href="#">Spring 2021</a>)</b> a. Review and Discussion b. Recommendations	12:45 pm	<ul style="list-style-type: none"> <li>Tabled until next meeting.</li> </ul>						
<b>8. "Parking Lot" Topics</b>	12:55 pm	<ul style="list-style-type: none"> <li>The next meeting is June 2<sup>nd</sup>, 11:00-12:30pm</li> <li>Fall 2023 meetings, 2<sup>nd</sup> Fridays, 11-12:30pm</li> <li>All meeting will be held in person, and via Zoom. A hybrid meeting for members who need this option.</li> </ul>						