

# Mt. San Antonio College

Diversity, Equity, Inclusion, Social Justice, Anti-Racism, Accessibility, and other Anti-isms

DEISA+ Council

Agenda | November 14, 2025, | 10:30am-12:30pm

<b>Kelly Fowler</b> Management Representative (Tri-Chair)	<b>Tami Pearson</b> Management Representative	<b>George Gutierrez/Betty Reyna</b> CSEA 651 Representative	<b>Vacant</b> Confidential Representative
<b>Lisa Rodriguez</b> Management Representative	<b>Koji Uesugi</b> Management Representative	<b>Vacant</b> Academic Senate Representative	
<b>Sylvia Ruano</b> Management Representative	<b>Eva Figueroa</b> CSEA 262 Representative (Tri-Chair)	<b>Cara Tan</b> Academic Senate Representative (Tri-Chair)	
<b>Angelic Davis</b> Management Representative	<b>Rosa Asencio</b> CSEA 262 Representative	<b>Tania Anders</b> Academic Senate Representative	<i>Recorder: Lisa Jackson</i>

Topic	Time	Discussion/Action Item
<b>1. Welcome, Introductions, Check-in</b>	10:30 am	<ul style="list-style-type: none"><li>K. Uesugi was welcomed to the council as the newest member representing management.</li></ul>
<b>2. Review minutes from the October 12, 2025, meeting.</b>		<ul style="list-style-type: none"><li>Informal meeting held (no quorum). Discussion only.</li></ul>
<b>2. Review Agenda</b>	10:35 am	<ul style="list-style-type: none"><li>Discussed changing the meeting day so that it allows for more members to attend and participate.</li><li>Discussed the next meeting being hybrid.</li><li>Add minutes approval from the September 2025 meeting.<ul style="list-style-type: none"><li>Motion made to approve the September 12 minutes. Seconded by Cara. The minutes were approved as submitted, with one abstention.</li></ul></li><li>Agenda approved as submitted.</li></ul>
<b>3. Revisit <u>SWOT Analysis</u></b>	10:40 am	<ul style="list-style-type: none"><li>The council reviewed and discussed the SWOT analysis from the May 9, 2025, meeting.</li><li><b>Goal 1</b> – one weakness is that the website is not robust enough to inform the campus about the DEISA+ efforts.</li><li>No one should be named in the document.</li></ul>

		<ul style="list-style-type: none"> <li>• Recommendation will be made to PAC to create a workgroup and develop/create a webpage. <ul style="list-style-type: none"> <li>◦ The new DEISA+ Coordinator could be a part of that.</li> </ul> </li> <li>• <b>Goal 2</b> – this is an opportunity to align our work with Mt. SAC 2035. <ul style="list-style-type: none"> <li>◦ The information is there, and so are the resources. There are many resources to pull from.</li> </ul> </li> <li>• <b>Goal 3</b> – A campus-wide philosophy needs to be developed.</li> <li>• Discussed the fatigue that people feel when they hear the word DEISA.</li> <li>• Do we need to develop a campus-wide philosophy? We could reach out to other campus groups for input.</li> <li>• <b>Goal 4</b> – Have a DEISA forum and strategically invite campus groups and offer them a table to host.</li> </ul>
<p><b>4. Coordination of DEISA+ activities</b></p> <ul style="list-style-type: none"> <li>• <b>Communication with other DEISA+ related groups</b></li> <li>• <b>DEISA+ Coordinator role? (faculty tri-chair)</b></li> <li>• <b>Should anyone report to DEISA+ Council?</b></li> <li>• <b>Discussion with Dr. Garcia?</b></li> </ul>	11:00 am	<ul style="list-style-type: none"> <li>• We need to discuss with our executive leadership team and Dr. Garcia about their vision of what our council does, what it is, and how it fits into Mt. SAC 2035.</li> <li>• There has been a message of non-buy-in.</li> <li>• This council was created by Dr. Scroggins, but do we know what Dr. Garcia's vision is for this council.</li> <li>• Discussed the campus-climate survey and its status. Work on it began before the pandemic, but shortly thereafter, it was paused and shelved.</li> <li>• The results of the survey were reviewed and discussed. It was recommended that we continue to do those types of surveys even though the response from students and staff was limited.</li> <li>• To what extent does this council fit into the current vision, and how can we help? It would be helpful to know what type of authority we have to create change that aligns with our purpose and function.</li> </ul>

<b>5. Textbook, Instructional Materials, and Digital Equity (TIDE) Eva Figueroa</b>	11:30 am	<ul style="list-style-type: none"> <li>Sylvia Ruano has volunteered to serve on the TIDE Committee.</li> </ul>
<b>6. DEISA+ Community Event Updates</b> <ul style="list-style-type: none"> <li><b>Recap of RJ discussions</b></li> <li><b>Finding a new date</b></li> <li><b>Lead facilitator and RJ team.</b></li> <li><b>Planning teams for the event</b></li> <li><b>Planning timeline</b></li> </ul>	11:40 am	<ul style="list-style-type: none"> <li>We have had three meetings with the Restorative Justice (RJ) team, and both sides shared concerns regarding the Community Circle event.</li> <li>Mt. SAC's RJ team consists of approximately twenty-one trained facilitators.</li> <li>Originally, there was discussion of having an external moderator. The RJ team was asked to facilitate the event.</li> <li>They had several questions and concerns about the format.</li> </ul>
<b>7. Closing Thoughts (around the table)</b> <ul style="list-style-type: none"> <li>Dec. 12 meeting availability</li> </ul>	12:20 pm	<ul style="list-style-type: none"> <li>All agreed to meet via Zoom for the next meeting.</li> </ul>
<b>8. Parking-Lot Topics</b>	12:25 pm	<ul style="list-style-type: none"> <li></li> </ul>