

VIA EMAIL

August 3, 2023

TO: Dr. Wesley Lundberg, President, Miramar College

FROM: Patrick Velasquez, Co-Chair, San Diego Concilio

Cc: Isidro Ortiz (Co-Chair, SD Concilio), Alberto Ochoa (SD Concilio), Nessa Julian (Miramar College), Michael Odu (Miramar College)

Thank you for meeting with representatives of our San Diego Concilio on August 1, 2023. The dialogue was helpful to our understanding of the strategies employed by Miramar College to serve your Chicano/Latino students.

We appreciate Nessa's presentation of data on Miramar students and faculty, respectively. We ask that you email me that data, including the Miramar College "Fact Book" and your institution's equity plan.

Some of the salient points that you and your staff presented include:

- The institutional culture of Miramar College is changing to reflect a greater emphasis on diversity, equity, and inclusion.
- A new office, LEAD, reports directly to President Lundberg.
- "Guided Pathways," directed by Dr. Odu, is an important cornerstone of Miramar's equity strategies.
- Black and Chicano/Latino students, respectively, receive a strong focus from Miramar's student strategies.
- Miramar's "Equity Summit" provides an important dialogue among Miramar's management team.
- Hiring and retaining a diverse faculty is an institutional priority at Miramar. Among its contract faculty, 15 percent are Chicano/Latino and 14 percent of adjunct faculty are Chicano/Latino.
- Among four executive level administrators, one is Chicano/Latino. The Miramar student body is now 31 percent Chicano/Latino.
- Marketing of faculty positions at Miramar emphasizes its institutional values, their students, and their equity focus.
- President Lundberg manages faculty hiring committees. Each committee has a DEI representative. Finalist pools for faculty positions are rejected if applicant diversity is insufficient.
- There is a perception that the Miramar Academic Senate supports the administration's priority on equity, as exemplified by the College Council.
- There is a priority on aligning institutional initiatives to achieve maximum effectiveness.

- Miramar has an HSI grant. Guided Pathways ensures that entering students have a mentor and a success coach.
- Miramar has a grant to support faculty with culturally responsive teaching across the curriculum. Diversity is expected in both course content and pedagogy.

Our dialogue concluded before we could speak extensively about Miramar's process to achieve a fully supported program-department of Black Studies, Chicana & Chicano Studies, and/or Ethnic Studies. We look forward to our next conversation to engage this critical topic.

Please let me know if we missed any important points or if our list is inaccurate.

Thank you,

Patrick Velasquez
Co-Chair, SD Chicano/Latino Concilio