



*Transforming Spaces: Diversity by Design*

# DEIA SUMMIT

◆ ◆ ◆ DIVERSITY | EQUITY | INCLUSION | ACCESSIBILITY ◆ ◆ ◆

**FRIDAY, FEBRUARY 7, 2025**

**8 a.m. – 5:30 p.m.**



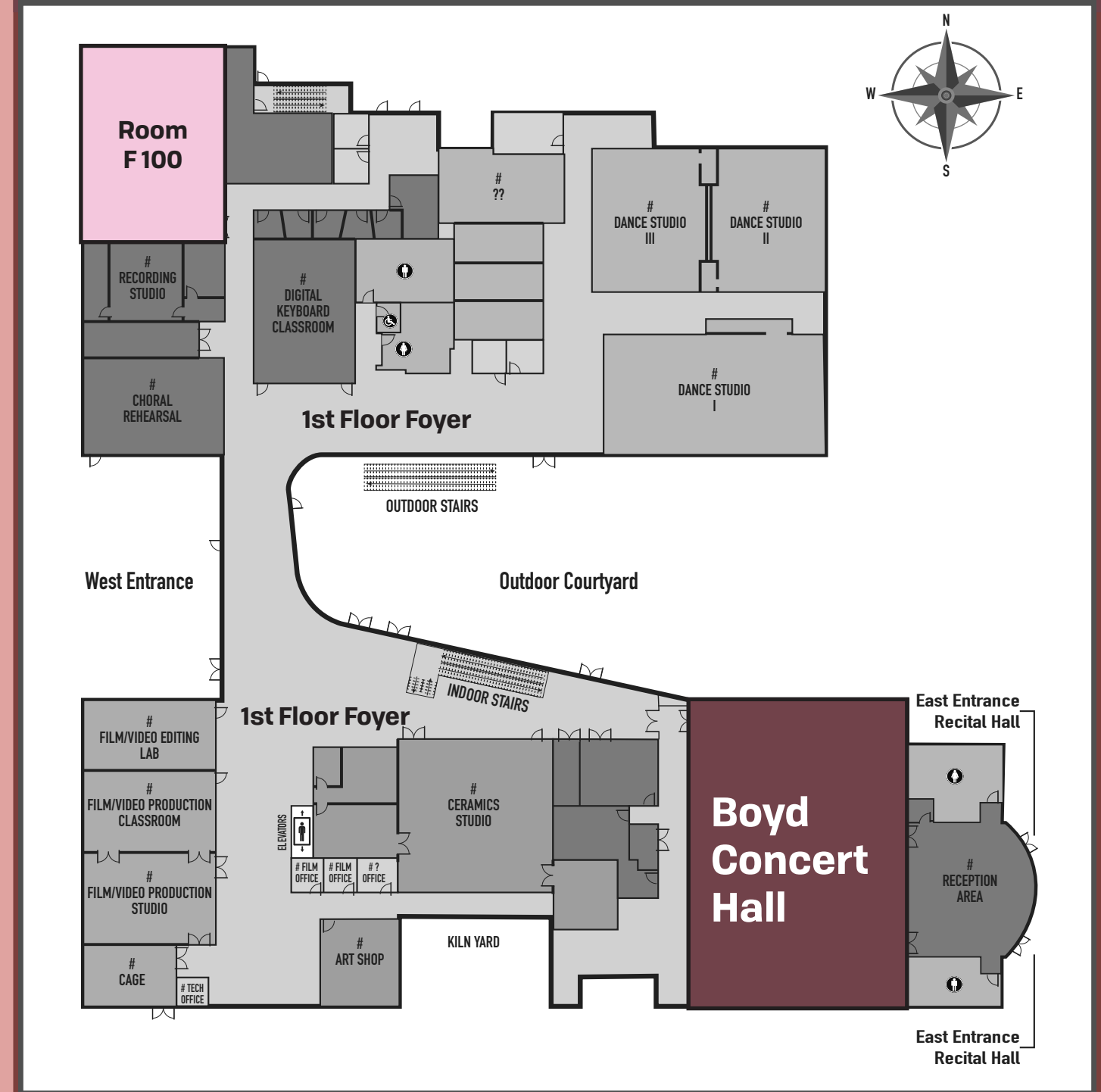


# ◆◆◆ Schedule of the Day ◆◆◆

Friday, February 7, 2025

- 8–9:00 a.m.** Refreshments, Check-In & Welcome Check-In, Welcome, and Land Acknowledgement, **Boyd Concert Hall**
- 9–10:15 a.m.** **Keynote: Transforming HSIs, Boyd Concert Hall**  
**Gina Ann Garcia, Ph.D.,** professor, UC Berkeley School of Education
- 10:30–11:30 a.m. WORKSHOP SERIES #1**
- **Rising Scholars - Joe Louis Hernandez, Ph.D.,** director, Rising Scholars, Mt. San Antonio College, **Room F 100**
  - **Empowering Central Coast Learners - Oscar Velasco-Vargas,** faculty, Santa Maria High School, **Room F 217**
  - **Diversity Resource Specialist Training - Benjamin Britten, Ph.D.,** faculty counselor/department chair, Counseling, Allan Hancock College, **Room F 250**
  - **Preventing the Holocaust - Mark Miller, M.A.,** president, Part-Time Faculty Association, Allan Hancock College, **Room F 257**
- 11:30 a.m.–12:30 p.m. Lunch, 1st Floor Foyer**
- 12:45–2 p.m.** **Keynote: Engaging Latine/x Student Leaders in Institutional Transformation, Boyd Concert Hall**  
**Desiree Zuniga, Ed.D.,** associate professor/faculty counselor, Pasadena City College;  
**Catrina Gonzalez,** undergraduate student, California State University, Long Beach;  
**Gustavo Sanchez,** undergraduate student, Cal Poly, Pomona,
- 2:15–3:15 p.m. WORKSHOP SERIES #2**
- **Grading for Equity (Two-hour session 2:15–4:15 p.m.)**  
**Joe Feldman, M.A.,** CEO, Crescendo Education Group, **Room F 250**
  - **Digital Accessibility**  
**Phil Hamer, M.B.A.,** web services specialist, Allan Hancock College, **Room F 225**
  - **Shaping Leadership - Angela Ruiz,** President of the AHC Associated Student Body, **Oscar Rivera,** AHC student trustee (2023-2024), **Room F 100**
  - **Student Support Services & Resources**  
**Siboney Guardado,** director, EOPS/CARE/NextUp & Student Support Programs;  
**Joanna Davis,** EOPS+ coordinator, NextUP & Guardian Scholars Programs;  
**Rena Alspaw,** supervisor, Justice Involved Student Support Programs, **Room F 217**
- 3:15–4:15 p.m. Planning for Equity Sessions**  
Facilitated by **DEIA/EEO Committee Members,**  
**Rooms F 217, F 225, F 100**
- 4:15–5:30 p.m. Closing and Networking - Heavy Appetizers – 1st Floor Foyer**

# BUILDING F FIRST FLOOR MAP







## WORKSHOP Rising Scholars

**Joe Louis Hernandez, Ph.D.,** director, *Rising Scholars, Mt. San Antonio College*

Joe Louis Hernandez, Ph.D., is the director of the Rising Scholars program at Mt. San Antonio College, where he is also an alumnus. He holds an associate degree from Mt SAC, a bachelor's degree in rehabilitation services from Cal State Los Angeles, and a master's degree in student development from Long Beach State University. Hernandez is a Ph.D. candidate at Claremont Graduate University, focus-

ing on the experiences of formerly incarcerated and system-impacted students in higher education. His research promotes an anti-deficit perspective, driven by his own journey through the criminal justice system. Hernandez is dedicated to helping students navigate higher education, becoming the role model he once sought.



## WORKSHOP Empowering Central Coast Learners

**Oscar Velasco-Vargas, faculty,** *Santa Maria High School*

Oscar Velasco-Vargas is a native of Santa Maria, CA, and a first-generation scholar. He is the son of farm-working migrant parents from the Central Coast. Velasco-Vargas obtained his as-

sociate degree from Allan Hancock College and transferred to Cal Poly, San Luis Obispo where he earned Bachelor of Arts in history and later a teaching credential. Today, Velasco-Vargas teaches social science and ethnic studies at Santa Maria High School, while also coaching the school's wrestling team and serving as advisor to the Alpine Club. In 2021, he was named AmeriCorps Member of the Year, and in August 2024, he was named, among six, "Distinguished Mentors" by the Santa Barbara County Education Office.

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## WORKSHOP Diversity Resource Specialist Training

**Benjamin Britten, Ph.D.,** department chair/faculty counselor, *Counseling, Allan Hancock College*

Benjamin Britten, Ph.D., earned a bachelor's degree in global studies from the University of California, Santa Barbara in 2005. Discovering his passion for higher education, he completed a master's degree in counseling at California State University, Fresno in 2012 and became a student-athlete counselor. He joined the counseling staff, eventually becoming a full-time faculty member in 2016 and department chair in 2022. Dr. Britten recently earned his doctorate in higher education at Texas Tech University, focusing on faculty compensation, student academic preparation, and California's Student-Centered Funding Formula. As a faculty member, he has served on multiple hiring committees as a Diversity Resource Specialist (DRS) and advocates for employees with nontraditional academic backgrounds, believing their experiences benefit both instruction and student engagement.



## WORKSHOP Preventing the Holocaust

**Mark Miller, M.A.,** part-time faculty, *English/president, Part-Time Faculty Association, Allan Hancock College*

Mark James Miller is a novelist, columnist, and teacher. He is the author of three novels: *Red Tide*, *The White Cockade*, and *The Summer Soldiers*, all published by Black Rose Writing of Castroville, Texas. His columns have appeared in The Santa Maria Times and four other newspapers, and Noozhawk, an online newsmagazine. Miller holds a bachelor's degree from the University of California, Irvine, and a Master of Arts from Vermont College of Norwich University. He began teaching English part time at Allan Hancock College in 1995 and has been president of the Part-Time Faculty Association since 2001. The Holocaust has long been a special interest of his, and he plans to write a biography of the true architect of *The Final Solution: Reinhard Heydrich, Puppet Master of the Third Reich*.

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# KEYNOTE

## Engaging Latine/x Student Leaders in Institutional Transformation

**Desiree Zuniga, Ed.D.,** *associate professor/faculty counselor, Pasadena City College*

Desiree (Dez) Zúñiga (she/her/ella), Ed.D. is an associate professor/faculty counselor at Pasadena City College. She serves as a Hispanic Serving Institute (HSI) activity director for a Title V grant and is committed to enhancing the educational experiences of Latine/x students and other historically minoritized student populations. Dr. Dez is dedicated to dismantling systemic barriers and advocating for educational practices that liberate and empower students. She advocates for equity, justice, and servingness and focuses her efforts on uplifting the diverse student populations at Hispanic-serving community colleges, ensuring their voices, experiences, and needs are heard and valued. She is a proud product of the California Community Colleges system and three HSIs, including Pasadena City College; California State University, Long Beach; and California State University, Dominguez Hills. She earned her doctorate in education from the University of Southern California, where she focused her research on the testimonios of part-time enrolled Latina students at a Hispanic-serving community college.

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# Student Presenters



**Catarina Gonzalez,** *undergraduate student, California State University, Long Beach*

Catarina Gonzalez (she/her/ella) is an undergraduate student at California State University, Long Beach, pursuing a degree in communications with a minor in political science. A proud transfer student from Pasadena City College(PCC), Gonzalez was an active and impactful student leader in the Student Advisory Equipo. During her time at PCC, she played a key role in launching the inaugural Faculty-Student Partnership Program and worked tirelessly to center student voices as a dedicated advocate in the First-Year Center and beyond. Now working as an outreach specialist, Gonzalez remains deeply committed to supporting students and creating pathways to higher education. As a first-generation college student and a proud Panamanian, she brings a powerful and unique perspective to her leadership and advocacy efforts, focusing on advancing equity, representation, and inclusion in higher education. Her passion lies in empowering diverse communities and inspiring others to lead meaningful change.



**Gustavo Sanchez,** *undergraduate student, Cal Poly, Pomona*

Gustavo Sanchez (he/him/el) is a first-generation college student and DACA recipient pursuing a degree in computer information systems at Cal Poly, Pomona, where he transferred after attending Pasadena City College (PCC). Despite facing initial rejections from four universities, Sanchez's resilience and determination carried him forward. Immediately after high school he chose to work instead, gaining valuable life experience, and found his opportunity to return to school during the pandemic shutdown. As a former student leader in the Student Advisory Equipo at PCC, Sanchez was committed to advocating for equity and amplifying student voices. Coming from a low-income background, he understands the challenges

many students face and has used his capital to uplift and inspire others. Sanchez's story is one of perseverance, purpose, and transformation, and he is dedicated to using his education and experiences to advocate for underserved communities and create pathways for success in the business and tech industry, including higher education.

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## WORKSHOP

# Student Support Services & Resources- EOPS+ Team

Extended Opportunity Programs and Services (EOPS+) provides academic counseling and various services for first-generation and low-income students, with specific criteria required to access these resources. As part of EOPS+, the Justice Involved (JISSP) program offers support for currently and formerly incarcerated at most promise students and those affected by the justice system and gangs. NextUp/Guardian Scholars CARE/CalWORKS supports current and former foster care recipients and/or single parents who receive CalWorks.



**Siboney Guardado,**  
*director, EOPS+*



**Rena Alspaw,**  
*supervisor, JISSP*



**Joanna Davis,**  
*EOPS+ coordinator*



## WORKSHOP

# Digital Accessibility

**Phil Hamer, M.B.A.,** *web services specialist, Allan Hancock College*

Phil Hamer has more than 13 years of experience as a web services specialist at Allan Hancock College. He holds a bachelor's degree in public relations and a M.B.A. from Cal Poly, San Luis Obispo. Hamer's passion for web accessibility was ignited during his time managing web projects for the National Institutes of Health (NIH) in Washington D.C., an organization that follows strict accessibility regulations.

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## WORKSHOP

# Shaping Leadership



**Angela Ruiz,** *president, Allan Hancock College Associated Student Body Government*

Angela Ruiz serves as the president of the Associated Student Body government at Allan Hancock College. A Santa Maria native and graduate of Pioneer Valley High School, she is currently pursuing a major in political science at AHC. Ruiz plans to transfer to a four-year university and later attend law school with the goal of becoming a public defender. She believes leadership has been the most influential part of being a student at Allan Hancock College. Ruiz is a first-generation college-going student. As a public defender, Ruiz hopes to aid people by strengthening their voice in the courtroom and ensuring stereotypes do not interfere with justice.



**Oscar Rivera,** *student trustee 2023-24, Allan Hancock College*

Oscar Rivera is a dedicated and driven student with a strong commitment to advocating for student success and public well-being. A former delegate at Allan Hancock College (AHC) and student trustee, Rivera has demonstrated exceptional leadership and a profound understanding of the challenges and needs faced by students.

Currently interning with County Supervisor Joan Hartmann, Rivera plays a key role in the Lompoc Youth Workforce Pipeline Project. In this capacity, he focuses on creating opportunities for young people, facilitating pathways to meaningful employment, and helping to nurture the next generation of leaders. In fall 2025, Rivera will earn his AA degree for transfer in Political Science and hopes to transfer to Cal Poly San Luis Obispo as a Business Administration major.

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# PLANNING FOR EQUITY SESSIONS

Rooms F217, F225, F100

## Learning Group Activity

Participants from ASBG, ITS, and EOPS+ workshops will be divided into Learning Groups (LGs) guided by DEIA committee members in rooms 100, 217, and 225. Each group should include 30 percent of participants from each of the afternoon workshops ending at 3:15 p.m. to share highlights from both morning and afternoon sessions

### Materials and Tools

Ensure participants understand the importance of balanced representation from each workshop. Provide materials such as markers, poster boards, and sticky notes for brainstorming.

### Outcome

Ideas shared during the session will be compiled from the posters and presented to shared governance councils and committees (e.g., College Council, Academic Senate, Student Equity Committee).

## Handout Questions

**1. Introduction** (5 minutes)

**2. What key ideas stood out during the keynote sessions and workshops?** (Overall learning, 10 minutes)

**3. What innovations can you propose to 'Transform AHC' or 'Design for Diversity'?** (Big ideas and system-wide, 15 minutes)

**4. What actions can we take to champion change?** (Specific to individuals, 20 minutes) Consider your role and identify potential roadblocks or partners you may need.

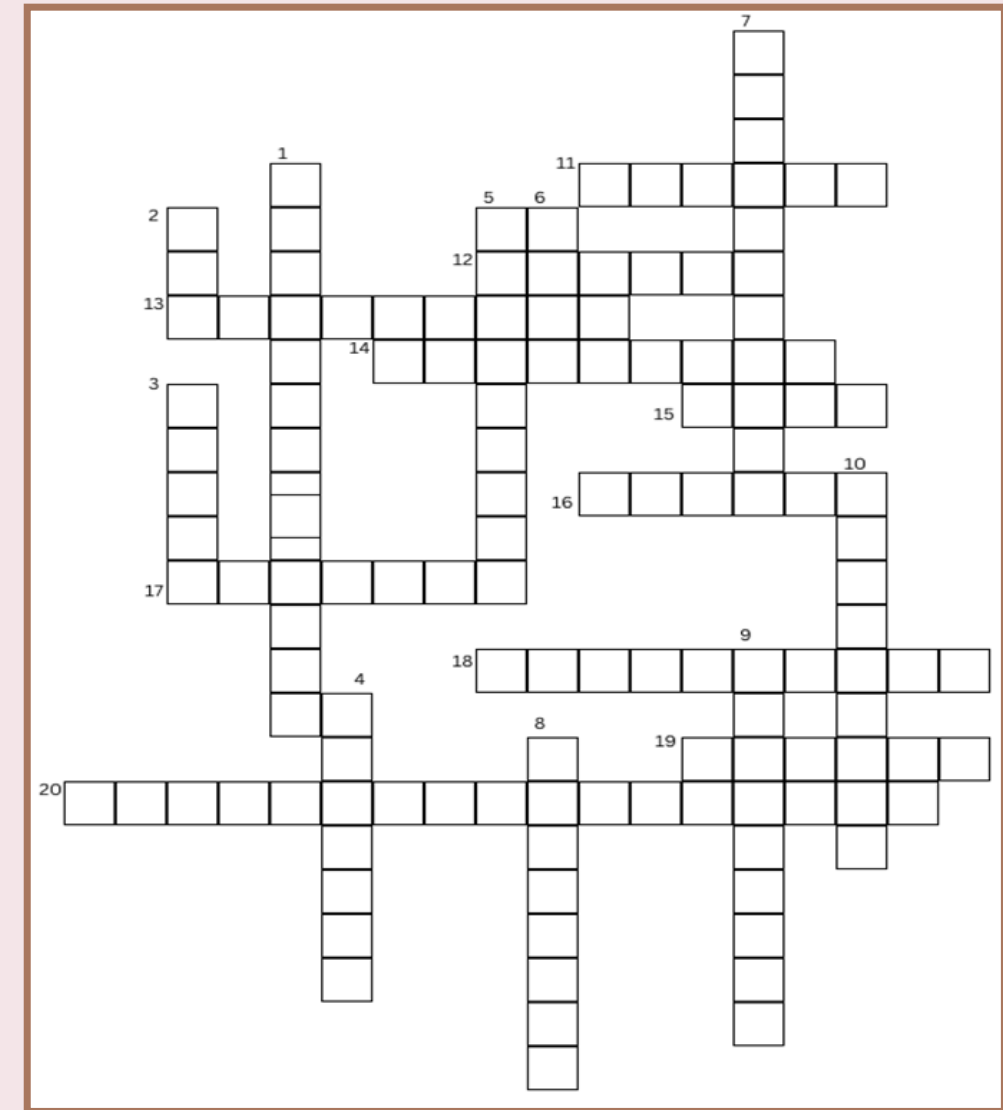
| Administrator | Faculty | Staff | Students |
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**5. Prioritize the issues discussed and determine which are most important to tackle first.** (Action-focused, 10 minutes)

# CROSSWORD PUZZLE

## Down

- The state of being able to be reached or used by everyone
- The space or divide between groups, often seen in wealth, opportunity, or treatment
- An acronym for Black, Indigenous, and People of Color
- The pursuit of fair treatment for all people
- Unearned advantages or benefits that favor a certain group
- A socially constructed category used to group people based on physical characteristics which has historically been used to create systemic inequalities
- The active acknowledgment and validation of the identities, experiences, and contributions of individuals
- Groups that represent a smaller portion of the population
- The practice of creating environments where all individuals, regardless of their background or identity, are welcomed, respected, and fully able to participate.
- A social construct that categorizes people based on shared cultural practices, language, and heritage

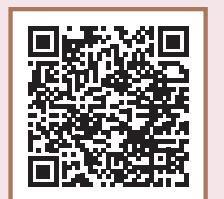


## Across

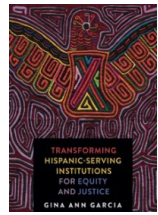
- The process of providing fair treatment, opportunities, and resources tailored to the needs of individuals or groups to ensure that all people can achieve similar outcomes
- A system of oppression that discriminates against individuals based on their race
- An attitude or belief that leads to unfair treatment based on preconceived notions
- The presence of multiple types of people and ideas
- An either conscious or unconscious belief that leads to unfair treatment based on preconceived notions
- A transformation or modification in practices or beliefs
- The collective identity, beliefs, values, and traditions of a group of people
- A physical, mental, or cognitive condition that may limit a person's ability to perform certain tasks or participate fully in society, often requiring accommodations
- The process of taking steps toward meaningful change
- A framework for understanding how overlapping identities, such as race, gender, class, and ability, interact to create unique experiences of privilege and oppression

\*See Page 17 for Answers

**For more in-depth definitions, please visit:**  
Diversity, Equity, Inclusion and Accessibility  
**Glossary of Terms**



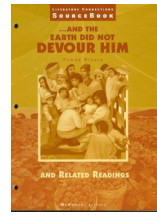
# BOOK LIST



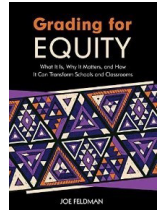
*Transforming Hispanic-Serving Institutions for Equity and Justice* by Gina Ann Garcia, Ph.D.



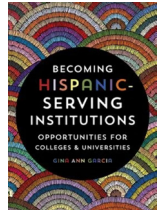
*Getting the Runaround: Formerly Incarcerated Men and the Bureaucratic Barriers to Reentry* by John M. Halushka



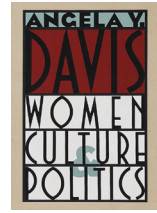
*...And the Earth Did Not Devour Him* by Tomás Rivera



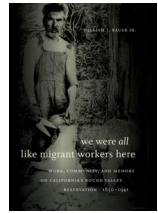
*Grading for Equity: What It Is, Why It Matters, and How It Can Transform Schools and Classrooms* by Joe Feldman



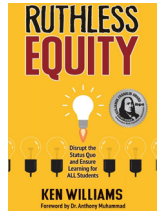
*Becoming Hispanic-Serving Institutions: Opportunities for Colleges and Universities (Reforming Higher Education: Innovation and the Public Good)* by Gina Ann Garcia, Ph.D.



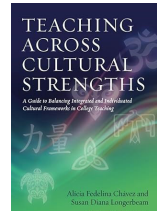
*Women Culture & Politics* by Angela Y. Davis



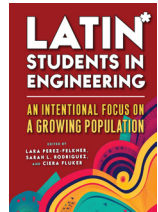
*We Were All Like Migrant Workers Here: Work, Community, and Memory on California's Round Valley Reservation, 1850-1941.* by William J. Bauer Jr



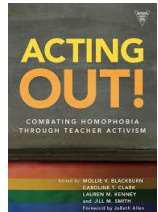
*Ruthless Equity: Disrupt the Status Quo and Ensure Learning for ALL Students* by Ken Williams



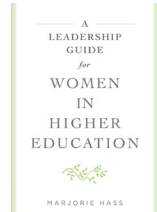
*Teaching Across Cultural Strengths: A Guide to Balancing Integrated and Individuated Cultural Frameworks in College Teaching* by Alicia Fedelina Chávez and Susan Diana Longerbeam



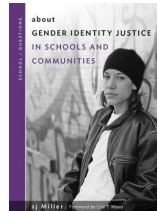
*Latin Students in Engineering: An International Focus on A Growing Population* Edited by Lara Perez-Felkner, Sarah Rodriguez, and Ciera Fluker



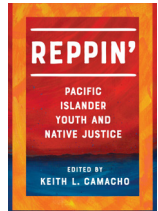
*Acting Out! Combatting Homophobia through Teacher Activism* Edited by Mollie V. Blackburn, Caroline T. Clark, Lauren M. Kenney, and Jill M. Smith



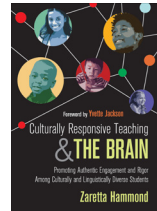
*A Leadership Guide for Women in Higher Education* by Marjorie Hass



*About Gender Identity Justice in Schools and Communities* by Sj Miller



*Reppin': Pacific Islander Youth and Native Justice* by Keith L. Camacho



*Culturally Responsive Teaching and The Brain: Promoting Authentic Engagement and Rigor Among Culturally and Linguistically Diverse Students* by Zaretta Hammond



## Answers to Crossword

### DOWN

1. Accessibility
2. Gap
3. BIPOC
4. Justice
5. Privilege
6. Race
7. Affirmation
8. Minority
9. Inclusion
10. Ethnicity

### ACROSS

11. Equity
12. Racism
13. Prejudice
14. Diversity
15. Bias
16. Change
17. Culture
18. Disability
19. Action
20. Intersectionality

**Post-Event Survey**

