



## SCC Promoting an Inclusive Community (SPAIC) Council

### PURPOSE

SPAIC is a nonpartisan council whose mission is to strive for a healthy and prosperous college community that has an inclusive and diverse culture and promotes equitable access and opportunity for all people. We build awareness, solutions, and leadership for social justice by generating transformative ideas, information, and experiences.

### Annual commitments include:

- SPAIC will produce and implement an annual action plan that is within the scope of the committee's charter and will be submitted to the president for approval
- Review college data and survey results through a Diversity, Equity, and Inclusion (DEI) lens and support college efforts to increase awareness of the student and employee experience and their needs through campus climate surveys and other tools
- Identify and recommend DEI institutional priorities to inform DEI strategic planning in collaboration with SPARC, the President's Cabinet, and other stakeholders. Acts as the SCC SPARC Strategy Committee: Healthy, Inclusive, and Diverse Culture
- Serve as a resource and support to departments in their efforts to create DEI action plans in alignment with identified priorities; serve as a convener for cross-departmental efforts
- Create, support, and partner on DEI educational experiences, events, and activities for SCC students and employees, promote internal and external opportunities
- Collaborate with MCCCDC Diversity Advisory Council (DAC), identify a college representative to serve as the DAC Coordinator, and assist the DAC Coordinator with the DAC Award of Excellence process
- Maintain a distribution list of SPAIC Accomplices. Accomplices are employees, students, and community members who wish to receive professional development and service opportunities, event announcements, and helpful news, articles, and resources

### Why "Accomplices?"

As defined by Shani Barrax Moore in the *Foundations of Equity Training Series, Module 4: Systemic Privilege and Moving Towards Accompliceship*, an accomplice is:

*A member of an advantaged group who DOES THE WORK of unlearning, actively combatting and leveraging privilege against oppression. ACTS AGAINST the oppression from which they derive power, privilege, and acceptance and are willing to use and lose some of their privilege to do so. Their role as change agents, working with other privileged members or in coalition with marginalized groups, is an essential asset of eliminating inequality.*

SPAIC sees those aligned with this committee as having complex identities that are both privileged and marginalized. We also see Accomplices as change agents who will work to engage in self-reflection and development as they enact change in their own spheres of influence. We hope Accomplices will also periodically join us in sharing information and engaging in the. **actions needed to create social change at SCC.**



**SCOTTSDALE  
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

The Maricopa County Community College District (MCCCDC) is an EEO/AA institution and an equal opportunity employer of protected veterans and individuals with disabilities. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, age, or national origin. A lack of English language skills will not be a barrier to admission and participation in the career and technical education programs of the District.

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## **Reports To:**

Eric Leshinskie, College President

## **Membership Selection and Office Elections**

Membership is based on presidential appointment or confirmation of persons wishing to fill a vacancy. The following departments/programs/groups will have permanent representation on the Council: American Indian Program, Disability Resources & Services, Staff Representation, Faculty, President's Cabinet, and Veteran Services. The following positions are permanent members: Diversity Advisory Council (DAC) Coordinator and Human Resources Director. The SPAIC Council will elect Co-Chair and Administrative Coordinator positions at the end of the 2 and 3-year terms with staggered end terms for co-chairs. Ideally, each co-chair will come from a different area of the college (Academic Affairs, Administrative Services, and Student Affairs).

## **Service Terms**

Employees will serve for staggered 2 or 3 year terms as members or officers. Student representatives will serve for 1 semester to 2 years, depending on their academic plan for transfer or graduation. Individual member service terms are in italics below.

## **Co-Chairs**

Desiree Farnal, Student Affairs: Office of Student Experience and Leadership (*2024-2026*)

Crystal Morehouse, Academic Affairs: Institutional Research (*2022-2025*).

## **Administrative Coordinator**

Diedre' Goodluck, Student Affairs: American Indian Program (*2022-2025*).

## **Membership**

Robin Amado, Residential Faculty (*2022-2025, Position: Adjunct or Residential Faculty*)

Christina Biebel, Human Resources Director, and Elena Korionoff, Alternate (*Permanent Appointment by Position*)

Corrie Klinefelter, Director, Disability Resources & Services (DRS) (*2024-2026, Permanent Appointment by Office*)

JamieLynn Cooner, Residential Faculty (*2024-2026, Position: Adjunct or Residential Faculty. Preference given to Rep from Occupational Program*)

Ana Cuddington, American Indian Program (*2022-2025, Permanent Appointment by Office*)

Chris Cwierz, Residential Faculty (*2024-2026, Position: Preference given to Faculty Senate Rep*)

Desiree Farnal, Student Affairs & Diversity Advisory Council (DAC) Representative (*Permanent Appointment by Position, Appointed by President*)

Diedre' Goodluck, Student Affairs: American Indian Program (*2022-2025*)

Anesia Groves, Residential Faculty (*2024-2026, Additional adjunct or residential faculty position*)

Eric Haas, Residential Faculty (*2024-2026*)

John Konicek, Advising (*2024-2026*)

Gabriela Martinez, Student Representative (*2023-2025*)

Lucas Messer, President's Cabinet Liaison (*Appointed by President*)

Vargha Mohebbi, Administrative Services (*2024-2026*)

Crystal Morehouse, Academic Affairs & Diversity Advisory Council (DAC) Representative (*Permanent Appointment by Position, Appointed by President*)

Nora Plonsky, Staff Representation (*1 year - Based on Employee Rep Terms*)

Gabriel Tarr, Residential Faculty (*2024-2026*)

Student, Open (*1 semester- to 2 years*)

Veteran Services, Open (*2 years, Permanent Appointment by Office*)

## **Meetings**

The Council meets bi-monthly on the second and fourth Wednesday from 3:00pm - 4:00pm.