



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.

The Maricopa County Community College District does not discriminate on the basis of race, color, national origin, sex, disability or age in its programs or activities. For Title IX/504 concerns, call the following number to reach the appointed coordinator: (480) 731-8499. For additional information, as well as a listing of all coordinators within the Maricopa College system, visit www.maricopa.edu/non-discrimination.

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

Michael Anthony Arberry, Student Affairs: Veteran Services (2022-2024)
Crystal Morehouse, Academic Affairs: Institutional Research (2022-2025)

Administrative Coordinator

Megan Young, Student Affairs: Outreach & Recruitment (2022-2025)

Membership

Faridah Abdullah, Disability Resources & Services (DRS) (2022-2024)
Robin Amado, Adjunct or Residential Faculty (2022-2025)
Michaelanthony Arberry, Veteran Services (2022-2024)
Christina Biebel, Human Resources Director (Permanent Appointment by Position)
Tia Bruised Head, Residential Faculty/Faculty Senate Representative (2022-2025)
Ana Chandler, Staff Representation (1 year - Based on Employee Rep Terms)
Ana Cuddington, American Indian Program (2022-2025)
Desiree Farnal, Diversity Advisory Council (DAC) Coordinator (Permanent Appointment by Position)
John Konicek, Academic and Career Advising (2022-2024)
Lucas Messer, President's Cabinet Liaison (Appointed by President)
Vargha Mohebbi, Administrative Services (2022-2024)
Crystal Morehouse, Academic Affairs (2022-2025)
Gabriel Tarr, Residential Faculty (2022-2024)
Megan Young, Student Affairs (2022-2025)
Faculty, Open (2 years)
Faculty (Preference given to Rep from Occupational Program), Open (3 years)
Student, Open (1 semester to 2 years)
Student, Open (1 semester to 2 years)

Meetings

The Council meets bi-monthly on the second and fourth Monday from 2:00pm-3:30pm