



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Agenda – December 12, 2023 3:00 p.m.

Via Zoom: <https://sbccd-edu.zoom.us/j/87668273992>

Or Dial-In: 669-444-9171 | Meeting ID: 953 9430 9903

I. Welcome

Kristina Hannon and Dr. Aysia Brown

II. Consensus Approval of Minutes

a) Consensus approval of Minutes from November 14, 2023.

With the committee consensus model, a formal call of vote is not necessary to approve minutes. The minutes were reviewed and with no voice of opposition and were approved by consensus.

III. Vested Group Updates

EEO funding for vested groups: VC Hannon proposed the idea of dedicated funding towards event participation to help improve diversity and access. The committee supports this idea as it will allow the groups to utilize their funds towards other initiatives such as student scholarships.

It was noted that improved processes for utilizing funds are needed, particularly as it pertains to those who do not have Cal-Card's or access to Oracle.

a) **Latino Faculty, Staff & Administrators' Associations (LFSAA)**

b) **Black Staff and Faculty Association (BFSA)**

Participating in the Hoops Tournament community event for teenagers and young children on January 21st

Will be hosting a Black Art Expo – February 2024. It is anticipated that Dr. Christopher Iden will be in attendance.

Black Women Evolved Day – March 2024.

c) **Asian & Pacific Islander Association (APIA)**

Working on increasing enrollment for their learning community where the voice will center around Asian American and Asian Pacific Islander voices and experiences.

IV. "Top 5" Project

Subcommittee members met in break-out sessions to continue discussion in the areas listed below:

a) The Classified Hiring Process Implementation group will focus on rolling out the new hiring process, which will include making the necessary changes to fit the needs of the constituent groups.

SBCCD Mission:

The San Bernardino Community College District (SBCCD) transforms lives through the education and training of students for the benefit and enrichment of our diverse communities.

DEIAC Charge:

The District Human Resources, Diversity, Equity, and Inclusion (DEI) Advisory Committee is an advisory committee to the Chancellor's Council. The committee is charged with aligning Districtwide DEI efforts and ensure adequate support is available. The Advisory committee will also conduct research and make DEI recommendations to the Chancellor's Council.



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- b) The Allyship Program group will assist in developing a training mechanism for how to be good allies within the district utilizing DEI resources and knowledge obtained from events. The intent will be to provide guidance for those who would like to connect with DEIA but do not know how, when, and why.
- c) The Bias Education and Action Team will be focused on developing the SOPs, lead mediation, and forecast DEI issues.

V. Next Meeting Date & Adjournment

- a) The next scheduled committee meeting is February 13, 2024, at 3:00pm.

Pending Approval

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