



District HR Diversity, Equity, & Inclusion Advisory Committee (DEIAC)
 Meeting Minutes – September 14, 2021, 3:00 p.m.
 Via Zoom

Members	Present	Absent	Members	Present	Absent
Kristina Hannon	X		Ernest Guillen	X	
Aysia Brown	X		Tiana McBride	X	
Joe Opris	X		Paul Del Rosario	X	
Ericka Paddock	X		Keynasia Buffong		X
Delmy Spenser		X	Daniele Smith-Mortin		X
Dr. Olivia Rosas	X		Mary Valdemar	X	
Natalie Lopez	X		Meridyth McLaren	X	
Ruth Greyraven	X		Ana Bojorquez	X	
Rania Hamdy	X		Maria Del Carmen Rodriguez	X	
Artour Aslanian		X	Raymond Carlos	X	
Ginger Sutphin		X	Karla Zaragoza	X	
Ariel Davis	X				

I. Welcome & Introductions

Kristina called the meeting to order at 3:05 p.m. Self-introductions were made. Kristina noted there was not a quorum present. There can be discussion, but no action will be taken.

It was explained how this committee will be a tri-chair, with a chair from HR, Faculty, and Classified. A vote for this will be taken at the next meeting a quorum is present.

II. SBCCD Institutional goals

- a. Continue to Expand Student Access and Success
- b. Advance Access to Address Diversity, Equity, Inclusion, and Anti-Racism
- c. Diversify Revenue Streams
- d. Position SBCCD as a Regional Leader

The 2021 SBCCD Strategic Plan Framework & Timeline was reviewed and the SBCCD Institutional goals were discussed. It was shared how committee came to be through the transition from District Assembly to Chancellor’s Council. The DEIAC reports to the Chancellor’s Council. DEI should be infused in how we behave and our commitment to DEI should be on everyone’s agenda and a long-term goal.

III. EEO Committee Discussion

The EEO Plan is a living document submitted to the State Chancellor. We are waiting to determine this year’s EEO committee member make up and will circle back to that soon. EEO representation will not be appointed to this committee, however they will be invited when there is a need for work focused on EEO.

IV. HSI and other designations

There is currently representation from the Latino Faculty, Staff & Administrators Association on this committee. We will be looking at other groups who wish to be designated.

Mary Valdemar shared/asked via chat; As an entity that also serves the general non-student committee I found it very effective & helpful having a community voice at the table. i.e... Enrique at the table on HSI. Do we have community voice at the table for this body?

V. Vested group additions

The committee needs to be aligned with Chancellor Council bylaws so we can decide who should be in the room for discussion. Some intersections don't currently have faculty associations, but the committee has expressed representation from DSPS, Dreamers Center, AAPI, LGBTQ, etc. Recommendations will be made to Chancellor's Council.

VI. BIPOC emotional labor analysis

CTA has asked us to look at analyzing the work being done by BLOPC. More information to come as the analysis is done.

VII. Coordinating campus events

Coordination has already begun and we will discuss more as the events start to come forward.

Ernest Guillen shared via chat; As far as bringing the campuses in line with each other for events centering diverse and inclusive educational opportunities...Stephanie Lewis and myself are currently working with Jason Brady and some folks at District to look into a calendar which can be accessed by all employees so that we are all aware of when these events and opportunities are taking place across the District.

VIII. Next Meeting Date & Adjournment

The next meeting of the District HR Diversity, Equity, & Inclusion Advisory Committee is scheduled for Tuesday, October 12, 2021, at 3:00 p.m.