



District HR Diversity, Equity, and Inclusion Advisory Committee
Meeting Minutes – October 12, 2021, 3:00 p.m.
Via Zoom

I. Welcome

Kristina Hannon called the meeting to order at 3:08 p.m. Quorum was confirmed as presented on meeting attendance.

II. Committee Quorum

A. Change of Quorum per October 5, 2021 Chancellor's Council

- 50% + one of voting members,
- Two persons from each site (CHC, SBVC, DSO), and
- Three of four constituent groups represented (faculty, classified, student, management)

Kristina Hannon explained how the quorum set by Chancellor's Council was making it difficult for committees to meet and take action on topics. Chancellor's Council met and had a healthy discussion about how quorum should be represented moving forward. The quorum moving forward is as presented above.

Part of the discussion today is to determine if our committee needs to establish a greater quorum. Since our group is a little different, should we make sure a greater representation is present to make recommendations, or do we want to maintain the current quorum set by council. The committee agreed the quorum should be kept as revised with the comments below:

- *Rania Hamdy recommends we stay with the current revised quorum, voicing that a proxy should be present if appointee is unable to attend.*
- *Ray Carlos agrees, but also stated that if topics come up that affect different populations, then we should include other groups affected.*
- *Kristina Hannon commented that our committee agenda will be sent district wide to allow for other groups to come and speak to specific agenda items. We welcome all visitors and voices.*

III. Approval of Minutes

A. Confirmation of Quorum at Today's Meeting

- a. *Quorum was confirmed as presented on meeting attendance.*

B. Approval of Minutes from September 14, 2021

- a. *Ray Carlos moves to approve the September 14, 2021 minutes, with a second from Ariel Davis. All approved, no opposed. Anthony Blacksher and Delmy Spencer abstain.*



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IV. Tri/Quad Chair Discussion

Some of the other committees have moved to tri/quad chair model to allow for additional voice and flexibility in the committee meetings. If this were to follow that lead, the tri-chair would include Kristina Hannon as the management representation, a faculty rep, and a classified rep. If the quad-chair model were followed, the recommendation would be to add Aysia Brown as the additional manager rep as this falls under her job description duties. Note, the nomination is for a one (1) year term.

Committee discussion:

- *Rania Hamdy shared that she serves on the District Institutional Effectiveness committee and they decided to go with a quad-chair. This was most equitable and honored the work of the Director doing the work. This model allows for the VC to oversee the committee while Christopher Crew led the work.*
 - *Delmy Spencer is in favor of the quad-chair as well as it will give flexibility in the event the manager is not able to attend meeting and there is less likelihood to have to wait on things. This allows for discussion and work to continue happening.*
 - *Ana Bojorquez. is in favor of quad-chair as it allows more support for everybody.*
- A. *Ray Carlos motioned to approve the quad-chair model for the DEIA committee, with a second from Delmy Spencer/Ana B. Nomination passes with unanimous vote.*
- B. *Rania Hamdy motioned to nominate Anthony Blacksher as the faculty chair representative, with a second from Ariel Davis. Nomination passes with unanimous vote.*
- C. *Rania Hamdy motioned to nominate Ana Bojorquez as the classified chair representative, with a second from Ray Carlos. Nomination passes with unanimous vote.*
- *Aysia Brown introduced herself, her role at the district, and what her position brings to the HR team, District and Campus sites. If there is a place she can be of service, she is happy to be there. Her plan is not to recreate the wheel or take over what DEI efforts are taking place, but to assist in joint efforts.*
 - *Keynasia Buffong mentioned a proposal to put forth an ombudsperson to help students walk through and understand the processes in relation to DEI. Students don't know what the process is and often there is no resolution.*



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- *Aysia is doing Title IV overview as the Title IV coordinator to work with the campus coordinators to create a bias response team to help with the lawful complaints as HR cannot attend to them if they are lawful. This will allow for things to be resolved and worked through. She will be able to sit in as a non-biased role to create a space for those discussions to help educate, train, and work collaboratively with the PD Coordinators and Managers on how to diffuse the situations and create healthy environments.*

V. EEO Plan and Committee Discussion

- A. Would the DEIAC want to make a recommendation to change the committee?
- *Currently the committee is made up of 3 representatives from each campus and 2 from DSO (1 manager and 1 classified). Additionally, the HR team attends the meetings to hear things as they apply to recruitment, etc.*
 - *This year the committee will be working on the Screening Committee Handbook and AP 7210*
 - *The DEIAC has opted to keep the EEO Committee representation as is. We will invite people to join in discussions as topics are necessary.*
 - *Brooke will send the names currently serving on EEO Committee.*

VI. Creating a New Vested Group Discussion

- *The body requesting can come to the DEIAC meeting, make a recommendation, and have discussion on what the work and group membership will look like.*
- *DEIAC makes the recommendation to Chancellor's Council and once approved the group would be vested and move forward.*
- *Payroll services would be notified the group has been created, and the membership would be created.*
- *Kristina Hannon will reach out to those who have shown interest in creating a new vested group interest and invite them to the November DEIAC meeting to make their recommendation.*
- *Please share the process with your campus for any groups. Brooke will send the Chancellor's Council bylaws on vested groups so everyone has the language stating this should come through the DEIAC.*

VII. HSI and Other Designations

- *The HSI group which currently meets is chaired by Kristina Hannon and is different than the vested groups. There is funding that comes with this designation.*



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- *We would like to review the HSI structure to determine what is working, what is not, HSI functions, and possible new structure. There are school models for those designated as an HBCU. Kristina has the language and will send it to the DEIAC group.*

VIII. BIOPIC Emotional Labor Analysis – Sub Committee

- *This came from our CTA leaders over last semester. They approached HR and wanted to start discussing compensation for the BIOPIC for expending additional labor outside the District. We will review what this looks like, and if we can bring this to the table. We were asked to create a sub-committee that functions through the DEIAC instead of negotiations.*
- *Committee discussion: There was discussion for those nominated/interested in participating on this subcommittee.*
 - *Aysia Brown*
 - *Anthony Blacksher*
 - *Delmy Spencer*
 - *Keynasia Buffong*
 - *Ariel Davis*
 - *Kristina will reach out to classified rep from CHC to see if they are available*
 - *Kristina Hannon will send out some dates for availability to see who can be involved.*

IX. Next Meeting Date & Adjournment

THE DEIAC meeting adjourned at 4:05pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for Tuesday, November 9, 2021, at 3:00 pm.