



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – November 9, 2021, 3:00 p.m.

Via Zoom: <https://cccconfer.zoom.us/j/95394309903>

Or Dial-In: 669-900-6833 | Meeting ID: 953 9430 9903

- I. **Welcome** – Quad-Chairs: Kristina Hannon, Aysia Brown, Dr. Anthony Blacksher, Ana Bojorquez

Kristina Hannon called the meeting to order at 3:04p.m.

II. **Words from students and community**

- A. We will begin every meeting with words from students and/ or the community. Committee members are encouraged to send suggestions for speakers to Dr. Blackshear

Dr. Anthony Blacksher shared that the quad-chair want to start each meeting with a student or community member to share their story and support the committee purpose. Today we welcomed Kamau Maurice, student, to share their background, what led them to college, and their approach to school success.

Dr. Blacksher thanked Kamau for being here, reiterating that our committee and district are invested in our students and their success.

Kristina Hannon thanked Kamau for being here and for being vulnerable with us. She shared that she loves the ability to start our meetings with students and community voices because we do need to be reminded of who we support and why we are here.

III. **Approval of Minutes**

- A. Confirmation of Quorum at Today's Meeting
Quorum was confirmed as presented on meeting attendance.
- B. Approval of Minutes from October 12, 2021
The minutes were approved unanimously.

IV. **BIPOC (Black and Indigenous People of Color) Analysis Update**

- A. We will give an update on the work analysis of our BIPOC members

Our subcommittee met and are bringing this request to this committee because if faculty is feeling this there is a possibility that our classified and management are feeling this as well. How can we quantify and institutionalize this work to make things equitable and able to serve our students? We will be working on a survey to collect and analyze data specific to this topic.

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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V. AAPI Vested Group Discussion

- A. We will hear from members of the AAPI group to make a recommendation to officially create an AAPI group for the District.

Kristina Hannon gave background on our vested groups stating the district currently has two vested groups, Latino Faculty Staff and Administrator's Association, and Black Faculty Staff Association. DEIAC will hear from vested groups and make recommendations to the Chancellor's Council. Today, we have invited Bethany Tasaka and Chloe De Los Reyes to share their group goal and purpose.

Bethany Tasaka thanked the committee for allowing them to be here. The attached reading was shared with the committee to give background on this group and why it is needed in this district. Chloe and Bethany speak on behalf of the vested group requesting formal support from this body and formal recognition from this body.

The committee thanked Bethany and Chloe for their recommendation. Comments included:

- *We need to make sure we serve everyone. We have been looking at two groups and not all groups. Full support of this association.*
- *Thank you for the information of what you are trying to grow. When we start something, it takes time but hearing your voices is important to us.*
- *There are patterns that have emerged and our major concern is connecting with others in the district, finding specific needs, and then we will prioritize. The first hurdle is visibility.*
- *We don't have a large population, but when they get here they leave quite quickly so being able to build community around them, get them resources and services, and connect with their community outside of our sites.*
- *There are future plans to build a new student services building which will create spaces and services beneficial for these groups.*
- *It is very important to bring awareness to welcome our students. When we see them around us, approach the student and see if they have needs. New students have a lot of questions and they get lost. If we don't reach out, they are going to lose hope and leave, and we don't want that.*
- *We would love student participation in any AAPI events. Verbal support and acknowledgement that a group like this exists as a safe space for students to go as a community.*

The recommendation from DEIAC for an AAPI vested group will go to Chancellor's Council on December 7, 2021. Bethany and Chloe will be invited to speak. AAPI group will have a seat on this committee as well once the recommendation is approved.

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VI. Policies and Procedures Discussion

- A. We would like to hear about any barriers in District policies and procedures that our students, employees and communities face.

We recognize there may be some policies and procedures that create a barrier in doing business. With this new committee, it was brought up that there could be a barrier for artists, vendors or speakers that make it unappealing or impossible to come and speak on campus, specifically for the vested groups who don't have institutional funding for such. The chairs are asking the group to analyze policies and procedures to see if there are any adverse impact issues. Dr. Crew and Dr. Koh have been invited to the committee meetings to be of assistance with this. We will look to using Biddle to analyze policies and procedures to determine if there is a negative impact for this process. If there is an ed code, title 5, labor law, IRS rule then we have to abide by those even if there is an impact, but we want to look at our internal policies and procedures. This is an honest conversation and ability to audit ourselves and determine how can we influence that change.

VII. Update on EEO Committee

- A. We will provide an update on the revised EEO committee and the work the committee will do during the 21-22 academic year

Kristina Hannon shared that per the EEO plan, the district will create a committee to review and discuss the EEO plan and changes will be facilitated through this body. The EEO plan states the Presidents and the Chancellor appoints the members. In the past we did not set a seat for students on the committee, but we will be moving forward because we want students to start sitting on the recruitment team for any position that requires student voice specifically faculty. The EEO advisory subcommittee will report to DEIAC.

VIII. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 4:21pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for Tuesday, December 14, 2021, at 3:00 pm.

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