



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – December 14, 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 3:05p.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

The committee welcomed Dewey Kelley Gray, student, to share their story and college experiences. Dewey's candid and honest critique of our campus environment and impression of connectivity to student needs over the past 22 months were heard and embraced by the committee.

As the committee continues to invite students to speak of their experiences, they will take information back to their constituents to share what can be done to make students feel welcome, appreciated, and what can be done to be more patient and understanding of student needs.

- III. **Robert's Rules / Consensus-Based Decision-Making Process Model**

The Quaid-Chair discussed the possibility of moving towards a consensus-based decision-making process as we are seeing unintended barriers in making decisions under the Robert's Rules format. Aysia Brown shared a presentation on the consensus model and how it differs from Roberts Rules. There was discussion within the committee and it was determined that the committee would move forward with this model, with the understanding that we can always revisit and reevaluate if we find it is not effective.

- IV. **Approval of Minutes**

- a. Confirmation of Quorum at Today's Meeting
Quorum was confirmed as presented on meeting attendance.
- b. Approval of Minutes from November 9, 2021
With the new consensus model, a formal call of vote is not necessary to approve minutes. The minutes were reviewed and with no voice of opposition, they were approved by consensus.

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

The BIPOC subcommittee met in December to discuss the purpose and process of the survey to staff. They are compiling questions with the intent to send the survey out after the winter break to ensure a larger participation. The results will be brought back to this group for analysis.

Mary Valdemar shared that she recently attended a Native American Caucus meeting hosted by James Ramos to discuss issues related to Native American curriculum, and implementation of land acknowledgement and authentic relationships. This stemmed from a recent viral video of a teacher dancing in a paper headdress and using an inappropriate punemonic. It was recommended that a question regarding tribal affiliation be added to the BIPOC survey.

VI. Vested Group Discussion

The recommendation to create a vested group for AAPI was approved at the December 7th Chancellor's Council meeting. The AAPI Association will be added to the DEIAC roster and we will request an appointment for representation. As conversations continue we foresee and encourage more vested groups to come to DEIAC with recommendations. This is a space for their groups to report and discuss the important happenings and events taking place on campus.

VII. Policies and Procedures Discussion

We have started our first analysis and will have something back to the committee at our January meeting. This is a standing agenda item and we will continue to review better practices for our policies and procedures.

VIII. Update on EEO Sub-Committee

The EEO sub-committee met to recap the work we did this past year. We are currently reviewing a few AP/BP's as they relate to hiring and EEO. The committee has opened a seat to student representation as we are including students on hiring committees and appreciate the student voice.

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IX. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 4:33pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is currently scheduled for Tuesday, January 11, 2021, at 3:00 pm. With that being convocation week, the recommendation is to move the meeting to another day/time. A doodle email will go out to the committee to reschedule this meeting. Date TBD.

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