



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – January 27, 2022 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 3:02p.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 community member and retired teacher Mr. Kim Allen to share his background and experiences with the group. Mr. Allen’s goal was to become a professional baseball player and through that he found the love for reading sports books. It wasn’t until college that he learned how to read expository texts, response, and writing. He saw through an experience with elementary school tutoring how students reading levels were very low. He refocused his career after baseball to teaching, with an emphasis on incorporating books written by authors of color into his classroom. Identifying as a black man, he wanted to see black and brown characters in books and filled his classroom with these books.

- III. **Approval of Minutes**

- a. Confirmation of Quorum at Today’s Meeting
Quorum was confirmed.

- b. Approval of Minutes from December 14, 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.

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

- a. Update on the work analysis of our BIPOC members
Kristina gave an update on the analysis sharing the context of the survey that will be going out to staff. As we conduct the survey there may be other groups who find they identify and see their place in this analysis. More information to come.

- V. **Vested Group Discussion**

- a. Chancellor’s Council Seat Recommendations.
The Asian Pacific Islander Association has officially been approved by Chancellor’s Council and held their first meeting yesterday. The committee discussed the potential recommendation to Chancellor Council regarding vested group seats for the purpose

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.



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – January 27, 2022 3:00 p.m.

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

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

of representation, quorum, voice, and voting. As the other vested groups (LFSA & BFSA) have a seat at Chancellor's council, they also have a seat at other collegial committee tables. The committee consensus is that API also have a seat at the other tables as well. The quad-chairs will work on a recommendation to review and this topic will be brought back to the next meeting for discussion.

- b. Vested group recommendation/proposals.
No update/discussion at this time.

VI. Policies and Procedures Discussion

- a. DEIAC seat recommendation on other committees.
This topic was covered in the above Chancellor Council Seat Recommendations discussion.
- b. Barriers in District policies and procedures that our students, employees and communities face.
Dr. Crew and his team have been working on their review of our internal policies and procedures to determine if there are any adverse impacts. They will have the data to us shortly for review.

VII. Update on EEO Sub-Committee
No update/discussion at this time.

VIII. Other Discussion

Kristina Hannon shared that the Board Trustees just completed a two-day retreat. HR coordinated a trainer from Boston to present on diversity and inclusion. This was well received and generated great discussion. HR will be bringing more ideas for workshops and trainings on DEI and EEO. More to come.

IX. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 4:27pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for Tuesday, February 8, 2022 at 3:00 pm.

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.