



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – February 8, 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 3:03p.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

Paul Del Rosario, President of Student Government at SBVC shared his college experience as a film/tv media major. He is happy to say he has completed fourteen of the required classes in his program. He is working on directing film sequences in the spring production of War of the Worlds, and also has some speaking roles as well. Paul shared that he is happy to be on this committee to see the work being done in support of students. We are all excited for Paul and his upcoming ventures and appreciate his student voice.

- III. **Approval of Minutes**

- a. Approval of Minutes from January 27, 2022.

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

We are continuing to conduct our analysis to determine if there is a level of unpaid labor. By the end of next week, the subcommittee will do their final review of the survey questions and distribute them to all staff. We believe sending it to all staff will bring more opportunities for all to identify and report a larger demographics. While we have identifiers in our system, they do not cover all races or ethnicities and this is an opportunity for full inclusion. The results of the survey will be reviewed by the subcommittee and brought back to the DEIA committee for discussion and recommendations. Final recommendations from the DEIAC will go to the Chancellor's Council.

- V. **Vested Group Discussion**

- a. Chancellor's Council Seat Recommendations.

The DEIAC will be making a recommendation at the March Chancellor's Council meeting to include a seat for the APIAI vested group.

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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- b. Vested group recommendation/proposals.

No update/discussion at this time.

- c. APIA Open Letter Discussion

A letter from the APIA vested group was shared with the committee. This was a time to reflect on APIA and discuss how we could better support the vested group as a committee and district to ensure we are as inclusive and understanding. As events are still occurring and impacting this group there is a real concern and stress for their safety. This is where we need to step in to provide diversity trainings for all employees on a regular basis to keep these concerns in the forefront, to align language and vocabulary being used, and to use our voice and role as a committee.

VI. Policies and Procedures Discussion

- a. DEIAC seat recommendation on other committees.

No update/discussion at this time.

- b. Barriers in District policies and procedures that our students, employees and communities face.

As we continue to audit our processes, Kristina reminded committee members to bring concerns they hear to this committee so we can take them to the Policies and Procedures Advisory Committee.

VII. Update on EEO Sub-Committee

No update/discussion at this time.

VIII. Other Discussion

- a. Black History Month

Paul del Rosario shared information on the “Don’t Buy Where You Can’t Work” Civil Rights movement that took place during the 1930’s. This movement was to protest black unemployment rates and boycott stores in Chicago who refused to hire blacks. The movement got a lot of support and spread to other cities.

Ernest Guillen shared there will be a Black History Month event on February 10th at 6:00pm. A jazz musician will be there to discuss their experience with the civil rights movement and to provide musical entertainment.

Mary Valdemar shared that February 14th is a day of action to support our immigrant community and buy from small businesses.

Carmen Rodriguez shared they will have Anthony Trucks on campus for a book signing event on February 24th.

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b. Meeting Intention

It is important that we set the intention for our committee meetings as to ensure we are moving forward. The quad chair will discuss prioritizing meeting intent at their prep meetings, with some set for discussion and updates, and others set for action.

c. Event Planning

With remote work environment, event planning hasn't been as successful as we had hoped. The campuses are looking at extended events throughout the year. This will allow for better planning and also support our commitment to diversity, equity and inclusion 24/7/365.

IX. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 4:35pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for Tuesday, March 8 2022 at 3:00 pm.

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