



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – April 12, 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 Present: Kristina Hannon, Aysia Brown, Ana Bojorquez
Kristina Hannon called the meeting to order at 3:02 p.m.

- II. **Words from Students and Community**
Kellie Barnett introduced Larry Brunson, Director, Disabled Student Programs & Services (DSP&S) department at San Bernardino Valley College. Larry gave a brief explanation of the services offered in his department and his experience working with DSP&S students. This department offers accommodation services for students to support their educational programs and goals. Larry proudly shared that in the past two years they have graduated 70-80 students. He also announced that DSP&S has recently undergone a name change to Student Accessibility Services. It is with this change that we continue to eliminate the stigma and barriers present for students.

- III. **Approval of Minutes**
 - a. Consensus approval of Minutes from March 8, 2022.
With the consensus model, a formal call of vote is not necessary to approve minutes. The minutes were reviewed and with no voice of opposition and approved by consensus.

- IV. **Microaggressions Discussion Follow-Up**
The ad-hoc committee recommendation will be on the April 14, 2022 Board agenda for approval. There was no further committee discussion at this time.

- V. **BIPOC (Black and Indigenous People of Color) Analysis Update**
Dr. Crew gave the committee a brief background, explanation of survey process, and analysis of initial data. After committee discussion it was decided that the BIPOC survey would go out for an additional two weeks to collect more data from people who may have missed the email due to firewall settings. Once all the data is collected, Dr. Crew will give to Kristina to extract and confidential or issues to be addressed by the unions. From there, to the BIPOC committee, and then to the DEIAC committee for further recommendations.

- VI. **Vested Group Discussion**
 - a. Update from Vested Group Leads
 - a. *Ernest Guillen gave an update of LFSA events.*
 - i. *On June 15th the association will be hosting the Nuestra Graduation. This year's events will be a hybrid structure with options for drive-thru and in-person attendance.*
 - b. *Ariel Davis gave an update of BFSA events.*
 - i. *The association is organizing celebrations surrounding the Black Graduation where students from 2020, 2021, and 2022 will all be recognized for their achievements.*
 - ii. *More information to come on upcoming Juneteenth events.*
 - c. *Bethany Tasaka gave an update on APIA events.*

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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- i. *The association has had a good start with it's first meeting being held.*
- ii. *They are happy to be able to have attended the APIA conference and share in the topics discussed there.*
- iii. *APIA Heritage Month is kicking off with an opening ceremony with a panel discussion on April 19th, followed by two Equity and Justice webinars for both educators and students with Dr. Soodjinda on April 20th.*
- iv. *Island Graduation is scheduled for 05/13 in the Greek Theater.*

- b. Vested group recommendation/proposals.
None at this time.

VII. Policies and Procedures Discussion

Dr. Crew has utilized the adverse impact toolkit to analyze the business services contract approval process. The intention is to remove any barriers the district has inadvertently created with their internal processes. More information to come as that data is analyzed.

VIII. Update on EEO Committee

- a. EEO Trainings
 - a. *EEO trainings are underway.*
 - b. *There have been recent changes to the state chancellors EEO plan requirements regarding language, board approvals, etc. The committee will meet soon to discuss those changes and how the district will adjust.*

IX. Next Meeting Date & Adjournment

- a. Working Meetings
- b. Adjournment & Next Meeting
The meeting was adjourned at 4:32 p.m. The next meeting is scheduled for Tuesday, May 10, 2022, at 3:00p.m.

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