



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – May 10, 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 3:05p.m.*
  
- II. **Words from Students and Community**  
*Kristina Hannon shared her reflected on her time as a student and what her experiences were like as a student in higher education. She shared her journey as an expecting and soon young mother new to the college world at Crafton Hills College and later San Diego State. She is appreciative for her professor who did not look at her circumstances, but at her and instilled confidence that she could do it. It is because of our dedicated faculty and student support professionals that our students succeed and make us proud of the work we are doing.*
  
- III. **Presentation**
  - a. Supporting Adjunct Faculty with HR DEI Work  
*Margaret Worsley and Rania Hamdy facilitated a presentation on adjunct disparity. There was powerful committee discussion on the topic, with subtopics brought up for the DEIA committee to look into and discuss further.*
  
- IV. **Approval of Minutes**
  - a. Consensus approval of Minutes from April 12, 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.*
  
- V. **Microaggressions Discussion Follow-Up** – *Tabled to next meeting*
  
- VI. **BIPOC (Black and Indigenous People of Color) Analysis Update** – *Tabled to next meeting*
  - a. Update on the work analysis of our BIPOC members
  
- VII. **Vested Group Discussion**
  - a. Honoring our land and How to open meetings - *Tabled to next meeting*
  - b. Murals for our Community - *Tabled to next meeting*
  - c. Update from Vested Groups Leads.
    - a. *There are two ethnic studies summits coming up at CSUSB.*
    - b. *Shalita Tillman shared there is a Juneteenth event planned on campus on June 18th. A flyer will be going out district-wide.*
    - c. *The API Heritage Month events are coming to an end with two social justice and community panels being hosted.*
    - d. *The LGBTQIA hosted a great speaker who gave a broad perspective about the mental health impacts on our students and community members and what we*

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**DEIAC Charge:**

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*can do as educators and social justice advocates to help them break out of that framework.*

- d. Vested group recommendation/proposals. - *Tabled to next meeting*

**VIII. Policies and Procedures Discussion – *Tabled to next meeting***

- a. Update on the analysis of barriers in District policies and procedures that our students, employees and communities face.

**IX. Update on EEO Committee – *Tabled to next meeting***

- a. EEO Trainings

**X. Next Meeting Date & Adjournment**

- a. *The meeting adjourned at 4:55pm. The next meeting is scheduled for Tuesday, June 14, 2022, at 3:00p.m., but will be rescheduled due to end of year event conflicts. New date TBD.*
- b. *Additionally, the committee will continue to meet during the summer months, July/August. A meeting poll will go out following this meeting with potential dates/times.*

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