



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – July 20, 2022 2:00 p.m.**

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

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

**I. Welcome & Words from DEIAC Quad Chair**

Quad-Chairs: Kristina Hannon, Aysia Brown, Ana Bojorquez, Anthony Blacksher

*Kristina Hannon called the meeting to order at 2:05p.m.*

*Kristina Hannon shared her story and first experiences as a nontraditional student in high school and college. She learned from a professor early in her experiences that she is not her circumstance.*

*Dr. Aysia Brown shared that she is very excited for the work this year. There is appreciation for the vulnerability and openness that has come from this committee. She has been commended at other meetings for our committee's transition to a consensus model.*

*Dr. Anthony Blacksher shared his hopes for our committee to continue to push the system, institution, and organization in ways to rectify historical wrongs. That we continue to challenge ways and support one another to create positive outcomes.*

**II. Approval of Minutes**

a. Consensus approval of Minutes from May 10, 2022.

*With the committee 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.*

**III. Microaggressions Discussion Update**

*Kristina shared that our Board members participated in a deep dive microaggression training, differentiating intent versus impact. They will continue to have ongoing training.*

*Aysia shared the Bias response team should be up next month. She met with the Mira Costa College team who shared their journey and evolutions of teams and processes.*

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

*Dr. Christopher Crew shared the BIPOC survey analysis report. Highlighting details of participation, strong beliefs of support and commitment to diversity, equity and inclusion work, feelings of invisible labor ("I'm happy to do it"), and recurring themes from the survey.*

*Our next steps are to look at more focused data from further discussions (focus groups), to understand labor and how we can devise a remedy.*

**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. Vested Group Updates**

*We would like to start including a land acknowledgment at the beginning of our meetings. Mary V. participates in the Native Counsel meetings and she has volunteered to invite them as a guest to our committee meeting to share the history of the land acknowledgement, create an acknowledgment for us, and gift that to us. This is a six-step process which includes workshops on how to properly do a land acknowledgment. More information to come.*

*The LFSAA is currently working with planning groups both at Valley and Crafton to plan the Hispanic Heritage Month events - we are currently also working with student equity to identify keynote speakers for this year's observance.*

*APIA is starting to work on plans for the year as well. We are very proud of what we accomplished during our first ever API Heritage Month, however, I want to acknowledge that it was an incredible amount of work. The team put in a lot of time and energy, and they did an amazing job. Thanks to all who attended.*

*There has also been discussion about creating a new vested group to advocate and support our LGBTQ employees, however at the moment the focus has been to renegade and reinvest in our student LGBTQ club so that they receive the support and resources they desperately need before we pivot to the creation of an employee association.*

*Student Representative, Sean Ceballos, shared that as the new Student President his goal is to get more student involvement in clubs, and on campus events. He wants to develop ways to really showcase the underrepresented groups to gain support from students, faculty, staff, and community.*

*We will be working on a district wide calendar to share the events happening at all sites through out the year. More information to come.*

**VI. Policies and Procedures Discussion Update**

*We would like to create an adhoc group to determine what the work will/should look like. More information to come.*

**VII. EEO Committee Update**

*No update*

**VIII. Next Meeting Date & Adjournment**

*a. The meeting adjourned at 3:40pm.*

*b. The next summer schedule meeting is August 16, 2022 at 12:30pm.*

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