



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting Meeting Minutes – August 16, 2022 12:30 p.m.

Via Zoom: <https://cccconfer.zoom.us/j/94178742381>

Or Dial-In: 669-900-6833 | Meeting ID: 941 7874 2381

I. Welcome & Words from DEIAC Quad Chair

Quad-Chairs: Kristina Hannon, Aysia Brown, Ana Bojorquez, Anthony Blacksher
Dr. Aysia Brown called the meeting to order at 12:35p.m.

The meeting began with a discussion to set intention and purpose for this space by answering two questions 1) What has been most valuable? and 2) What impact, if any, has this committee had, and what do we want moving forward?

- *We have been good at identifying the issues but need to move forward to find solutions and work through them.*
- *This committee has created a community of access and connection.*
- *Training managers to deal with and handle situations when they are approached with microaggressions. Help management navigate DEI issues.*
- *Ongoing learning development. Professional development plan for each employee. Similar to an Ed plan for our students, we as colleagues can work with our teams to develop individualized action plans that discuss on professional growth (and retention). This would cause us to rethink our “one size fits all” workshops.*
- *Diversifying faculty, staff, and administration*
- *Work infused in other areas such as budgeting, funding models, and policies and procedures.*
- *Updating of standard operating procedures and handbooks*
- *Strategies to get folks here to discuss experiences and priorities*
- *Collaborative culture and advancing things that benefit our students.*

II. Approval of Minutes

a. Consensus approval of Minutes from July 20, 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 Final Update

The committee was updated on the completion of the steps followed per board policy in regards to a complaint made, investigation, and results pinning actions from that investigation. We are continuing trainings throughout the district, including our board trustees to improve knowledge and awareness as it pertains to DEI and microaggressions.

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

Christopher Crew was invited to the last meeting to discuss the data and present the report summary to the committee. With the identifying factors included in the raw data, the quad-chair has determined that the raw data will now be shared. We are looking at the data to identify the key components and address the recurring issues we see.

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

Asian Pacific Islander Association

- *The executive team met a few times over the summer and plan to keep the momentum going with their first association meeting scheduled for September 9th at 2:00pm via zoom.*
- *A newsletter will be going out, highlighting the work from this past year, our island graduates, shout-outs, and what's to come. Keep an eye out for it.*
- *Filipino Heritage month is in October and APIA is wanting to collaborate with LFSA to celebrate alongside the Hispanic Heritage month events.*

Black Faculty & Staff Association

- *BFSA will be meeting later this month to elect a new secretary as that position has recently become vacant.*
- *There will be a Black to School night hosted by the association as an intentional effort to welcome black students to the campus and provide them with resources they may need. All are welcome.*

Latino Faculty, Staff & Administrators Association

- *Mary attended a training last week on Black Latinx tensions among employees. It was a great training and is recommended for all employees. There is a recording available.*
- *Affirming students of color and counseling and advising is an upcoming session being hosted by this same group.*
- *The Native American Community Council of San Francisco and Riverside will be hosting their next meeting this week. Mary to bring back more information from this meeting.*
- *LFSAA has been working with the student equity group to create events for Hispanic Heritage month which begins September 15th.*
- *Members are going to make a trip to Sacramento to support the farm workers that are marching to fight for their right to vote remotely for their union elections.*

The LGBTQ+ club on campus at Valley has changed their name to SAGA (sexual and gender affinity) to include gender identity for those who may have affinity for different genders, and not necessarily different sexualities.

VI. Policies and Procedures Discussion Update

a. Call for volunteers to analyze contract procedure impacts (Arts, Lectures and Diversity campus events)

b. Policy concerns for future agendas

As things come up, please bring them to this committee. This is where we can collect data to analyze and make recommendations for changes.

VII. EEO Committee Update

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No update

VIII. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 2:00pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for September 13, 2022 at 3:00pm.

Additional resources for information and training:

- <https://www.thebipocproject.org/>
 - o *Decolonize Stories*
 - o *Develop a Power Analysis*
 - o *Uplift Native and Black Humanity*
 - o *Organize Your People*
 - o *Build Intergroup Connections and Relationships*
 - o *Commit to Personal and Collective Healing*
- <https://nativenewsonline.net/education/new-apprenticeship-opportunity-for-indigenous-students-in-california>
- <https://www.ncore.ou.edu/en/on-demand/webinar-series/on-demand/>
 - o *Queer Teaching for Racial Justice and Against White Supremacy*
 - o *Mindfully Resolving Cross-Cultural Conflicts in the Classroom*
 - o *Beyond the Demands: Examining Institutional Characteristics that Predict Black Student Protest*
 - o *The Tightrope of Freedom of Speech and Academic Freedom in Bias Reporting, Response and Dialogue*
 - o *Leading with Soul: Sisters of the Academy Leading at PWIs*

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