



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – September 13, 2022 3:00 p.m.**

Via Zoom: <https://sbccd-edu.zoom.us/j/95394309903>

Or Dial-In: 669-444-9171 | Meeting ID: 953 9430 9903

**I. Welcome**

Quad-Chairs: Kristina Hannon, Aysia Brown, Ana Bojorquez, Anthony Blacksher  
*Dr. Anthony Blacksher called the meeting to order at 3:02p.m.*

*The quad chair members welcomed everyone back and thanked them for their commitment to this committee. We want everyone to be mindful that not only are we discussing things and trying to make sure that we're providing the safe space for our students, and for each other, but that we need to make sure we're doing the work and providing that psychological safety that we all need. Sometimes this work can impact how we're feeling emotionally or in our mental state, so be mindful of your body and how this work is impacting you.*

**II. Words from Students and Community**

*A reminder to the committee that we will begin every meeting with words from students and/ or the community. If you know of someone who has an inspiring story and would like to share their experiences please invite them to speak to our committee.*

**III. Consensus Approval of Minutes**

a. Consensus approval of Minutes from August 16, 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.*

**IV. Transition of Hispanic-Serving Institution (HSI) Advisory Committee**

*Heather Ford gave a brief background of the HSI advisory committee and explained the reason and value that transitioning their committee updates to the Board Legislative Committee will have as a standing item beginning in November. Kristina Hannon added that moving it to a place that sets policy and sets legislative direction can be an asset to this committee. Also, with this meeting being public more people will hear the work of HSI.*

*There were some concerns from the committee of the implications that might come up down the road as far as decision-making is concerned and the voices of constituency groups. Additionally, losing the ability to guide and make advisements on financial decisions or funding model decisions that direct impact Hispanic students and employees. A recommendation was made to review the committee charge for potential changes and bring that discussion back to the committee. The next HSI meeting is October 18<sup>th</sup> at 4:00pm, and all are welcome to come and discuss the concerns.*

**V. Policies and Procedures Discussion Update**

*From the last DEIAC meeting, it was recommended that the EEO Advisory Committee will start the process of reviewing BP/AP's relating to recruitment and hiring, along with the screening committee handbooks. A goal from this will be to create three separate*

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**DEIAC Charge:**

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*recruitment handbooks, one for faculty, one for classified/confidential, and one for administrators. This review will include:*

- *BP 7120 Recruitment and Hiring*
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- *AP 7210A Part Time Faculty Recruitment and Faculty Interns*
- *BP 7250 Educational Administrators*
- *AP 7250 Educational Administrators*
- *BP 7260 Classified Supervisors- Managers and Administrators*
- *AP 7260 Classified Supervisors- Managers and Administrators*
- *Screening Committee Handbooks*

**VI. Job Description/Posting Analysis Exercise**

*It was agreed that this exercise would be moved to the EEO committee.*

**VII. EEO Advisory Sub-Committee Update**

*The next meeting is scheduled for September 26, 2022. Updates will be brought back to DEIA at the October committee meeting.*

**VIII. Vested Group Updates**

*Latino Faculty, Staff & Administrators Association*

*Ernest Guillen announced that we are moving into Hispanic Heritage Month and have a lot of great upcoming events and activities to celebrate. A shout out to Carmen, Student Equity, and Crafton staff who helped put a great calendar together. This year is going to be a joint effort between both campuses to make sure that we have a very robust schedule.*

- ❖ *Bienvenidas at SBVC & CHC on 09/13 12:00pm-1:00pm*
- ❖ *Rafael Agustin, CEO of Latino Film Institute on 09/21 at 12:00pm-1:00pm*
- ❖ *Zine Workshop on 09/28 at 12:00pm-1:00pm*
- ❖ *Maricruz Sibaja, Latinx & Indigenous Artist on 09/29 at 12:00pm-1:00pm*
- ❖ *SBCCD Artists Panel on 10/05 12:00pm-1:00pm*
- ❖ *Victor Rios, Professor, Author & Youth Advocate on 10/12 12:00pm-1:00pm*
- ❖ *Rosa Clemente, Organizer, Producer, Journalist & '08 VP Candidate on 10/18 12:00pm-1:00pm*

*Asian Pacific Islander Association*

*Chloe De Los Reyes began by thanking everyone on behalf of the API association. They are very grateful for the support received last year from the district, our colleagues, and our students in founding the association. API debuted their inaugural newsletter this year, noting all of our proud API accomplishments that we could not have done without the help of LFSA and BFSA. They are building on the momentum from last year by again building community and inviting folks who are interested in supporting to attend or be part of the association.*

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*The first API Association meeting of the year was held last week. Over the summer we partnered with The Asian American Resource Center who works not just with API community but also the Inland Empire community in general, and in matters connected to health and wellness, especially mental health.*

*API is planning their very first event in October, which is a photovoice exhibition showcasing photos and written narratives by Filipino/A/X students sharing their lived experiences.*

**Black Faculty & Staff Association**

- ❖ *Clyde Williams contributions to the campus and to the work of equitable access and employment as a member of BFSA should be noted and acknowledged in this meeting space.*
- ❖ *Black to School Night at SBVC on 09/13 6:00pm-8:00pm to address the decrease in African American students. We had donations of backpacks to give, to invite middle school students, high school students, parents, not just African American students but all students to hear about experiences as Black students at SBVC.*
- ❖ *Recovery Happens at SBVC on 09/29 is an event sharing work from people who have been affected by substance use and/or abuse and are recovering. Participants have turned their stories into songs and will be sharing their songs and art.*

**Student Representative Update**

*Nelva Ruiz-Martinez thank the committee for the student representation on this committee. ASG is working on filing vacancies so they can have more student representation on other district committees as well.*

**II. Next Meeting Date & Adjournment**

*The DEIAC meeting adjourned at 4:17pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for October 11, 2022 at 3:00pm.*

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