



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – November 8, 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: Aysia Brown, Ana Bojorquez, Anthony Blacksher, Kristina Hannon (absent)  
*Dr. Aysia Brown called the meeting to order at 3:05p.m.*

**II. Words from Students and Community**

*Chloe de los Rios shared her experience at the recent Equity Summit. Her main takeaway from Puente Summit - Black Linguistic Justice by Dr. April Baker-Bell was that our work in the classroom directly impacts our work outside of the classroom in terms of how we think about equity, what we value in terms of language is also how we value people. She also shared that Dr. Blacksher opened the Puente Summit with an open mic poem that was very powerful. Dr. Blacksher shared there were two key speakers who have done a lot on transformative work and ancestry impact.*

**III. Consensus Approval of Minutes**

a. Consensus approval of Minutes from September 13, 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**

*At the last DEIA meeting, there was discussion about moving the HSI Advisory Committee to the Legislative Committee. There were some concerns there which required further discussion. After Kristina, Angel, and Mary met, it was decided the discussion would move over to the Hispanic Serving Institution proper to let them discuss and decide how they would like to move forward. That committee consensus was that they wanted to reengage and re-examine the goals of the committee and rededicate ourselves to the work that was supposed to be taking place. With that, for now, the transition of HSI has halted to take a look at the work that is being done by the HSI committee proper to make sure we are meeting the committee goals, and we will reconnect to see about the feasibility of transitioning that work into the legislative committee.*

**V. Policies and Procedures Discussion Update**

a. Alignment of HR DEIA committee with campus DEIA committees.  
*As many of the committee members overlap, it is important that we use these spaces to discuss and align our District HR DEIA committee to the campus DEIA committees. With that, if you find yourself in multiple spaces please bring those topics back to this committee so we can discuss how to better serve the campuses.*

**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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**b. New Policy Recommendation**

*There was a recommendation to create a new policy supporting students with conditions related to pregnancy, childbirth, or a related medical condition, parental bonding, etc. How can we make feasible accommodations for class attendance, exams, etc. during this time? More follow up and discussion to continue at next meeting.*

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

*The EEO Advisory Sub-Committee met on September 26th. The committee was asked to review and provide feedback on recruitment related policies (AP 7210A, AP 7250, AP 7260), along with the Faculty, Classified and Management Screening Committee Handbook. The committee will reconvene and bring recommendations forward.*

**VII. Vested Group Updates**

Latino Faculty, Staff & Administrators Association

- [Crafton Hills College Native American Heritage Month'22 Celebration](#)
- [Crafton Hills College One Book One College event](#)
- SBVC hosted a Dia de los Muertos event that was well attended. We established a good connection with a local car club who set up at the event
- SBVC will hold Native American Day Celebration on November 15, 2022 and Assemblymember James C. Ramos will present.
- Thanksgiving Food Drive
- See's candy fundraiser

Asian Pacific Islander Association

- Successful Photovoice Exhibition by Dr. Rangel Zarate! API Association is very proud of the work he's doing and we want to use what we learned from the exhibition (words from students) to inform how we can work successfully with students

Black Faculty & Staff Association

- Black History month events are in the planning stage.
- MLK Concert dinner on January 14<sup>th</sup>
- San Bernardino City schools Black Family Summit in February

**I. Next Meeting Date & Adjournment**

*The DEIAC meeting adjourned at 3:56pm. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for December 13, 2022 at 3:00pm.*

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