



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – December 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: Aysia Brown, Ana Bojorquez, Anthony Blacksher, Kristina Hannon (absent)
Dr. Aysia Brown called the meeting to order at 3:00p.m.

Kristina Hannon opened the meeting with a personal statement. She reflected on the history and experiences of her ancestors, their dreams and goals, and the opportunities that have been paved along the way because of their work. We are asked to recognize those who came before us, and behave in a way that would make their tears and pain matter. To quote Maya Angelou, "You may shoot me with your words, You may cut me with your eyes, You may kill me with your hatefulness, But still, like air, I'll rise." May we all rise together.

II. Words from Students and Community

a. Region 9 Mentorship, Dr. Nohemy Ornelas

Dr. Nohemy Ornelas shared that the District is participating in the Region 9 Mentorship program and rolled out a pilot group this past semester. The program is designed to provide support and guidance to new faculty to ensure effective transitions into the classroom and implementation of instructional strategies. Mentors work closely with a mentee to share different pieces of the community college system and orient themselves with the organizational culture. Stipends are provided to both the mentor and mentee who participates in this program. This committee will work on developing an equitable process for all faculty and classified staff to have the option to participate in the program. Dr. Ornelas is available to attend Faculty meetings to share more about this program if there are questions or interest.

III. Consensus Approval of Minutes

a. Consensus approval of Minutes from November 8, 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. Committee Reset

The Quad chair discussed the need to reset and reevaluate the intentions and momentum of the committee work being done. The committee used this space to gather ideas and goals for what and where we would like to see things happen. The committee will come back in the Spring refocused and hit the notes where the committee can work on the concerns of the faculty, staff, students, and community of our District at both the micro and macro level.

V. Policies and Procedures Discussion Update (Tabled to next meeting)

a. Policy Recommendation: Students with conditions related to pregnancy, childbirth, or a related medical condition, parental bonding, etc.

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. Review: Academic Freedom Policy
- c. Management Evaluation Survey Responses

VI. EEO Advisory Sub-Committee Update *(no update)*

VII. Vested Group Updates *(no update)*

I. Next Meeting Date & Adjournment

The DEIAC meeting adjourned at 4:34p.m. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee is scheduled for February 14, 2023 at 3:00pm.

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