



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – March 14, 2023 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, Kristina Hannon, Anthony Blacksher (absent)  
*Dr. Aysia Brown called the meeting to order at 3:05p.m.*

**II. Consensus Approval of Minutes**

a. Consensus approval of Minutes from February 14, 2023.

*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. DEIA Acronym/Definition**

*A poll went out to the DEIA committee members with a request to get feedback from their constituency groups. There was discussion surrounding the acronym continuously evolving and that we are doing the work and having the space for that. We will be looking into information from the State Chancellor's Office and will come back to this conversation once some clarifying questions have been addressed so we can be better aligned. As we move forward, we don't want to be focused too much on the definition, but rather on making sure we have the tools and professional development to do the work.*

**IV. Vested Group Updates**

Asian Pacific Islander Association

- *API is getting ready for the Asian and Pacific Islander History month.*

Latino Faculty, Staff & Administrators Association

- *Scholarship Applications will be under review to identify the recipients so they can receive their award and be honored.*
- *LFSA is partnering with META for their dinner celebration. Ed Gomez is the contact for more information on this event.*

Black Faculty & Staff Association

- *The Black Grad celebration will be on May 13<sup>th</sup> in the SBVC Auditorium from 3:00-7:00.*
- *The First Annual Women's History Month lunch will be on March 30<sup>th</sup> at SBVC in Business 100 from 11:00-1:30.*

Additional campus updates

- *Crafton and Valley collaborated on hosting Liz Murray as the guest speaker for International Women's Day. Ms. Murray will be speaking on Obstacles to Higher Education: Adversity & Perseverance. This is a virtual zoom event.*
- *In April, our campuses will be celebrating LGBTQ. There are events being planned and announcements will be sent out with dates and times.*
- *We are using one-time EEO faculty funding to enter into another contract with the American College and University of Education (ACUE). This contract offers two full*

**SBCCD Mission:**

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**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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*course cohorts of approximately 30 faculty to participate in the 25 week-long intensive work module programs specific to faculty, curriculum, pedagogy, and much more. Rania and Kashaunda will work to recruit faculty and provide support to the participants. This will be our third/forth cohort. Additionally, graduates from our second cohort are being celebrated on May 19<sup>th</sup> at Crafton. Rania will be providing more details on that event.*

**V. “Top 5” Break Out Sessions**

Discuss and identify obstacles, structural support (or lack thereof), identify who this work belongs to? Share any policies and/or procedures currently in place.

- Mandatory/Compulsory DEIA Training
- Manager Evaluation Process
- Grievance Reporting Process
- Internal Promotion & Advancement Pathways

*The committee split into break out sessions for the remainder of the meeting to begin the work on the “Top 5” DEIA priorities. Notes to be sent to be compiled for quad-chair review and discussion for next steps at next month’s meeting.*

**VI. Next Meeting Date & Adjournment**

*The DEIAC meeting adjourned at 4:30p.m. The next meeting of the District HR Diversity, Equity, and Inclusion Advisory Committee scheduled for April 11, 2023 will be rescheduled due to In-Service. A new date will be announced.*

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