



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – October 8, 2024 3:00 p.m.

Via Zoom: <https://sbccd-edu.zoom.us/j/87668273992>

Or Dial-In: 669-444-9171 | Meeting ID: 876 6827 3992

I. Welcome & Introductions

Kristina Hannon and Dr. Aysia Brown

Committee members introduced themselves and shared the constituency group they represent. VC Hannon welcomed everyone, sharing that the purpose of the committee has grown since we started as we continue to create a space for us to come together to share issues, talk about initiatives and provide support to students, staff and the community.

II. Consensus Approval of Minutes

a) Consensus approval of Minutes from May 20, 2024.

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 and were approved by consensus.

III. October Board DEIA Presentation

The May meeting minutes indicated the DEIA committee would be presenting at the June Board meeting. With changes to the EEO reporting deadlines, that presentation was moved to October. VC Hannon, Dr. Aysia Brown, and Dr. Christopher Crew will be presenting on the work of the committee, EEO practices we have initiated through our EEO Plan, the District's equitable hiring practices, and candidate and student data as it pertains to DEIA.

IV. Land Acknowledgement Update

Dr. Brown shared that when we left off in May, the District's request for a unified acknowledgement was sent to the San Manuel Cultural Advisory Working Group. The request was approved at their summer meeting and we can move forward with using this within the District. Crafton went through this same process and their acknowledgment can still be used in addition to this Districtwide one.

"San Bernardino Community College District, Crafton Hills College, San Bernardino Valley College, and KVCR* acknowledges that the land on which our facilities are sited is the ancestral and unceded territory of the Maara'yam, commonly referred to as the Serrano People. Our histories and stories are intertwined in this space, and by sharing them in culturally appropriate ways, Crafton Hills College, San Bernardino Valley College, and KVCR* commit(s) to honor, celebrate, and provide awareness of our Indigenous neighbors and partners."

* = can be substituted with San Bernardino Community College District or each individual entity.

SBCCD Mission:

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District HR DEIA Committee 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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A link is being provided for the pronunciation of Maara'yam at marker 1:55.
<https://youtu.be/UTm6fohmDCE?si=lp5FcVM9dcQTzRLJ>

V. “Top 5” Project Update

Dr. Brown shared that last term the committee started working on projects that were identified by our vested groups and constituency groups as key areas. Two of the project topics are being overseen by HR and Management, and the remaining three were brought to the DEIA committee for discussion and work. The three areas are Allyship Program, Bias Education Action Team, and Classified Hiring Process Implementation. If you are new to the committee this year, please coordinate with Dr. Brown or Brooke Quinones to be placed within a group that interests you.

Dr. Brown introduced the launch of the District Wellness and Belonging program. This four-pronged plan includes wellness, learning, reporting, and community.

The wellness umbrella includes things like physical wellness, emotional and mental health, and financial wellness. We want to connect our employees to all the resources we have such as tuition reimbursements and financial coaching to gym discounts. We want everyone to know what is available and have a central location to access them.

The learning umbrella is focused on empowering our folks to always be growing professionally, to always be lifelong learners, continuing our education formally and informally. Making sure employees know they have access to everything from partner university discounts to continuous signing opportunities, but also making sure that there's a centralized location for consistent training. Whether that is EEO, DEIA, FRISK communication, and management skills.

The reporting umbrella includes making sure that when you do have to report something, a Title IX issue, workplace violence issue, ER complaint, or a safety or risk management concern that the process is also centralized and transparent, so that you not only know what is going to happen, but what to expect in terms of communication and process.

The final umbrella of community includes creating space for folks to show their expertise, no matter what position they are in. For example, Dr. Brown works in HR, but her research is on non-traditional students. If you are working on something around that topic you should be able to connect with Dr. Brown to get her knowledge and expertise. We also want to provide everyone with information on our affinity groups, their resources, engagements, and contacts to continue to build connections.

A website is in development and more information to come.

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VI. Vested Group & Community Updates

a. Latino Faculty, Staff & Administrators' Associations (LFSAA)

Aida Gil shared information about recent and upcoming association events.

- Many events have been planned for Hispanic Heritage month including:
 - o 10/01 Taquiza
 - o 10/7, 10/14, 10/21, and 10/28 Indigenous Peoples Film Fest
 - o 10/08 Loteria
 - o 10/09 Indigenous People Day Celebration presented by MECHA de SBVC
 - o 10/10 Painting
 - o 10/14 Live Music in the Greek Theater
 - o 10/14–10/17 Undocumented Student Action Week events

b. Black Staff and Faculty Association (BFSA)

Veada Benjamin Hill shared information about recent and upcoming association events.

- The black school night on September 25th was a huge success. The community, students, all the vested groups came together for this event. There were activities such as Double-Dutch and blackjack to name that were enjoyed by all. It was fun to see the students and their families engaged and having fun.
- The annual Dodgeball game is in the planning stages. There will be information sent out to participate and attend.
- Come join us for the SBCCD Olympics this Friday, October 11th.
- Please continue to support our basketball team. Come watch the team and get to know the students.

c. Sexuality and Gender Affinity Association (SAGAA)

Ernest Guillen shared information about recent and upcoming association events.

- October is LGBTQ History Month and they will be holding events all month long.
- 10/09 Drag Throughout History
- 10/10 Book discussion on Hispanic culture and Lucha Libre, the culture around it and the LGBTQ tie-ins.
- 10/23 Book Reading, Sons of El Rey by Alex Espinoza with author reading
- 10/23 Dr. Vinnie Wu of the College Research and Planning department will be giving a synopsis of a mental health and wellness survey conducted during the pandemic. This survey will share information regarding student barriers and retention.
- 10/30 Fall movie night – Coraline and the Adams Family
- The next SAGAA meeting is scheduled for October 23, 2024 at 12:00pm

d. Asian & Pacific Islander Association (APIA)

No report

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e. Community Updates

Rania Hamdy shared that employees have reached out to her regarding a potential creation of a Middle East North African employee group or association. Understanding there is a lot of work that goes into creating and maintaining a diversity group, she will be looking for guidance on the potential and possibility of this group.

Mary Valdemar shared an online Allyship event hosted by Service Never Sleeps on November 19th and 20th. Information below.

The annual conference by Service Never Sleeps (SNS) that brings together social and racial justice advocates. Attendees learn about allyship principles, participate in trainings, and connect with leaders. [Organization Information](#)

Q4 2024 Session [Register Here](#)

Tuesday, November 19, 1:00 – 4:30 pm ET and
Wednesday, November 20, 1:00 – 4:30 pm ET

VII. New Business

N/A

VIII. Next Meeting Date & Adjournment

a. The next scheduled committee meeting is November 12, 2024, at 3:00pm.

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Attendance:

Constituency Representation	Committee Member	
Vice Chancellor of Human Resources, Payroll, Police Services, and Health & Safety Administration (Co-Chair)	Kristina Hannon	Present
Director of Diversity, EEO, Employee Wellness and Compliance (Co-Chair)	Dr. Aysia Brown	Present
Director, Human Resources	Karla Bonnet	Present
Management Appointment, CHC	Delmy Spencer LaTasha Hagler (proxy)	Absent Present
Management Appointment, SBVC	VACANT	Absent
Academic Senate, CHC	Mark McConnell	Absent
Academic Senate, CHC	VACANT	Absent
Academic Senate, SBVC	Rania Hamdy	Present
Academic Senate, SBVC	Dr. Anthony Blacksher	Present
Classified Senate, CHC	Chrstina Sweeting	Present
Classified Senate, CHC	Zachary Cortz	Present
Classified Senate, SBVC	Marie Maghuyop Amantha Homier (proxy)	Absent Present
Classified Senate, SBVC	John Feist	Absent
Associated Student Body Member, CHC	Annie Monge	Present
Associated Student Body Member, SBVC	VACANT	Absent
Asian Pacific Islander Association	Chloe De Los Reyes	Absent
Black Faculty & Staff Association	Veada Benjamin	Present
Latino Faculty, Staff & Administrators Association	Aida Gil	Present
Sexuality and Gender Affinity Association	Ernest Guillen	Present
CTA Appointment	Mary Lawler	Absent
CSEA Appointment	Mary Valdemar	Present
POA Appointment	Edwin Carbajal	Absent
Management Association	Carmen Rodriguez	Absent
Management Association	Tiffany Lee	Absent
Confidential Group Appointment	Brooke Quinones	Present

Guests: Danae Hart, Laura VanGenderen, Leticia Hector, Stacy Holloway

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