



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting  
**Meeting Minutes – November 12, 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

**II. Consensus Approval of Minutes**

a) Consensus approval of Minutes from October 8, 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. “Top 5” Breakout Discussions (tabled to next meeting)**

**IV. Allyship Discussion**

The committee acknowledged that things have been happening globally, nationally, and locally over the past few months that have brought up a multitude of thoughts and emotions. It is because of this that the conversation of allyship comes up; what that means, what that looks like, if individuals and groups are in need of an ally, etc. How can we help? How and when can we speak for each other? How can we help others find their voice and feel safe about it? How can we stand up when others cannot? How do we build trust and allyship? How can we build the four pillars of yielding, listening, learning, and action?

The committee is here not just to be practitioners, but to learn and take that learning back to our constituency groups to share and continue practicing. As society is ever changing, we have to recommit to doing this work as allies for other communities on a constant basis. We not only need to stand up for a community but stand with the community as well, both as a District and an individual, to eliminate and mitigate the bias, intolerance, and hate that is out there.

While we focus our efforts on allyship amongst racial inequities, gender inequities, rights for students, and creating safe spaces, we also need to look at our different ranks and classification and allyship amongst the two campuses and disrupt intergroup fighting. Our recent District Olympics brought us together as a community and there was beauty in how our teams came together and how we walked away from those events with a step towards building bigger levels of trust.

**V. Vested Group & Community Updates**

a. Black Staff and Faculty Association (BFSA)

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

- February 5th (tentative date), Dr. Christopher Emdin for a presentation and workshop. More information to come.

***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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**b. Other Events & Updates**

- Today was the first-generation day at CHC, with a family presentation of entrepreneurs. A mother and daughter shared their moving story and helped students with resources to get their businesses going.
- November 13<sup>th</sup> at 10:00-1:00 in B-100 is the Men's Empowerment Day with guest speaker Damari Parker.
- November 18<sup>th</sup> at 6:00pm in the SBVC gymnasium, John Trudell Poetry Reading and Open-Mic featuring Supaman. This is an amazing native hip-hop artist who blends traditional native prayer songs and native regalia. An impactful event as we honor Native American Heritage Month.
- November 19<sup>th</sup> from 10:00-1:00 is a Native American Celebration where there will be singers, dancers, food, and a celebration of culture.

**VI. New Business**

N/A

**VII. Next Meeting Date & Adjournment**

- a. The next scheduled committee meeting is December 10, 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	Absent
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 Samantha 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	Present
Black Faculty & Staff Association	Veada Benjamin	Present
Latino Faculty, Staff & Administrators Association	Aida Gil	Absent
Sexuality and Gender Affinity Association	Ernest Guillen	Present
CTA Appointment	Mary Lawler	Present
CSEA Appointment	Mary Valdemar	Present
POA Appointment	Edwin Carbajal	Absent
Management Association	Carmen Rodriguez	Absent
Management Association	Tiffany Lee	Present
Confidential Group Appointment	Brooke Quinones	Present

Guests: Carmen Rodriguez, Janae Jacoby, Olivia Rosas, Ariel Liang, Nancy McKenzie, Guadalupe Flores

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