



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – December 10, 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

Dr. Aysia Brown

II. Consensus Approval of Minutes

a) Consensus approval of Minutes from November 12, 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. Recommendation #2024-11-21-PPAC

The committee discussed the recommendation from the Policies & Procedures Committee to provide guidance on establishing a districtwide standard for a gender-neutral term to describe people of Latin American descent, specifically regarding the use of “Latinx” versus “Latine.” The committee agreed this should be a discussion that starts at the Latino, Faculty, Staff & Administrators’ Association level to get membership thoughts on this to maintain inclusivity of all perspective. This recommendation will be revisited at the February DEIA meeting with a response to PPAC in March.

IV. Vested Group & Community Updates

a. Asian & Pacific Islander Association (APIA)

Marie Maghuyop shared information about recent and upcoming association events.

- The vested group will be meeting to begin planning API Heritage month.
- They are beginning to coordinate attending APAHE Conference in 2025

b. Black Staff and Faculty Association (BFSA)

Veada Benjamin shared information about recent and upcoming association events.

- BFSA recently honored Dr. Sandra Blackmon at a retirement event.
- UMOJA hosted a Kwanza event on campus. It was a fabulous event.
- February 5th, Dr. Christopher Emdin will be at SBVC for a presentation and workshop. More information to come.
- February 22nd will be the Black Art Expo. This is a great event that brings the community together to showcase Black artists.

c. Latino Faculty, Staff & Administrators’ Associations (LFSAA)

Aida Gil shared information about recent and upcoming association events.

- They are wrapping up the Winter See’s Candy Fundraiser. They have raised a good amount of money for scholarships.
- The infinity groups have been meeting with campus leadership to discuss the political climate and how it is affecting students, staff, and faculty. They have

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District HR DEIA Committee Charge:

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identified some key points to address work to be done for a safe return in the Spring.

d. Sexuality and Gender Affinity Association (SAGA)

Ernest Guillen shared information about recent and upcoming association events.

- Thank you to Aida Gil for spearheading the conversation on safety and for bringing that sense of safety on campus for the vested groups.
- The SAGA Association held their e-board elections last month and now have elected officials. Ernest Guillen will serve as President, Jesse Neymeyer Romero as Vice President, Davena Burns-Peters as Clerk, and Corrina Baber will serve as Treasurer.
- Paperwork has been filed to host a watch party for the LGBTQ+ summit on April 15-16, 2025. More information to come.
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V. Next Meeting Date & Adjournment

- a. The next scheduled committee meeting is February 11, 2025, 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	Absent
Director of Diversity, EEO, Employee Wellness and Compliance (Co-Chair)	Dr. Aysia Brown	Present
Director, Human Resources	Karla Bonnet	Absent
Management Appointment, CHC	Delmy Spencer LaTasha Hagler (proxy)	Absent Absent
Management Appointment, SBVC	VACANT	Absent
Academic Senate, CHC	Mark McConnell	Absent
Academic Senate, CHC	VACANT	Absent
Academic Senate, SBVC	Rania Hamdy	Absent
Academic Senate, SBVC	Dr. Anthony Blacksher	Absent
Classified Senate, CHC	Chrstina Sweeting	Present
Classified Senate, CHC	Zachary Cortz	Present
Classified Senate, SBVC	Marie Maghuyop Samantha Homier (proxy)	Present Absent
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	Present
CSEA Appointment	Mary Valdemar	Absent
POA Appointment	Edwin Carbajal	Absent
Management Association	Carmen Rodriguez	Present
Management Association	Krysten Audibert	Absent
Confidential Group Appointment	Brooke Quinones	Absent

Guests: Janae Jacoby

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