



## District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting Meeting Minutes – April 8, 2025 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

Kristina Hannon, Chair

### II. Consensus Approval of Minutes

- a. Consensus approval of Minutes from March 9, 2024.

With the committee consensus model, a formal call of vote is not necessary to approve minutes. The minutes were reviewed; with no voice of opposition, the minutes were approved by consensus.

### III. Recommendation #2024-11-21-PPAC

Aida Gil reported that a call for feedback went out to the LFSA membership regarding a gender-neutral term to describe people of Latin American descent, specifically the use of Latinx versus Latine. The LFSA member consensus was to keep the term Latinx district wide. The association thanked the committee for the inclusivity and discussion. DEIA will report back to PPAC the determination to keep the current term Latinx within policies districtwide.

### IV. May DEIA Committee Retreat

The last committee meeting of the year will be in person at DSO on May 13th. There will be food, fellowship, and meaningful conversation about what we are doing as a committee and how our work is serving the purpose and reaching our goals.

### V. 2025/2026 Academic Year DEIA Committee Goals

The 24/25 committee survey will be going out this week. We encourage all committee members to complete the survey as we will be going over the results at the DEIA retreat in May. The survey helps define progress and sets the committee goals for the next year. The survey opens April 10<sup>th</sup> and closes April 25<sup>th</sup>.

### III. Vested Group & Community Updates

- a. Asian & Pacific Islander Association (APIA)

Bethany Tasaka shared information about recent and upcoming association events.

- No report

- b. Black Staff and Faculty Association (BFSA)

Veada Benjamin shared information about recent and upcoming association events.

- No report

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

Aida Gil shared information about recent and upcoming association events.

- The Nuestra Graduation is scheduled for May 18<sup>th</sup>.

#### **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.*

#### **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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- Mary Valdemar shared this is Earth month and our perspective on Earth Month is to take a decolonial perspective and talk about earth justice. They are doing a lot of centering Native and indigenous peoples amongst the Earth Month celebration. This includes a tea workshop, clothing swap, community garden projects, films, and closing the month with a May Day sign making party.

#### d. Sexuality and Gender Affinity Association (SAGA)

Ernest Guillen shared information about recent and upcoming association events.

- The LGBTQ+ Virtual Summit is scheduled for April 15<sup>th</sup> & 16<sup>th</sup>. There will be a virtual watch party at SBVC in the Library from 9:00-2:30 both days.

#### IV. Next Meeting Date & Adjournment

- a. The next scheduled committee meeting is May 13, 2025, at 12:00pm at DSO.

#### 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	Absent
Classified Senate, SBVC	Marie Maghuyop Samantha Homier (proxy)	Absent Absent
Classified Senate, SBVC	John Feist	Present
Associated Student Body Member, CHC	Annie Monge	Absent
Associated Student Body Member, SBVC	VACANT	Absent
Asian Pacific Islander Association	Chloe De Los Reyes Bethany Tasaka (Proxy)	Absent Absent
Black Faculty & Staff Association	Veada Benjamin Leilani Piernas (Proxy)	Absent Present
Latino Faculty, Staff & Administrators Association	Aida Gil	Present

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Sexuality and Gender Affinity Association	Ernest Guillen	Present
CTA Appointment	Mary Lawler	Present
CSEA Appointment	Mary Valdemar	Present
POA Appointment	Edwin Carbajal James Quigley (Proxy)	Absent Present
Management Association	Carmen Rodriguez	Present
Management Association	Krysten Audibert	Present
Confidential Group Appointment	Brooke Quinones	Present

Guests: Laura Van Genderen, Nancy McKenzie, Andrea

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