

District Human Resources, Diversity, Equity, and Inclusion (DEI) Advisory 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.

Meetings

2nd Tuesday, 3:00p.m. via Zoom, Non-Brown Act Members will:

- Honor agenda and be prepared to participate in the entire meeting.
- Keep discussions focused on the issues, not on the person presenting them, nor on items not immediately relevant to the topic.
- Encourage full and open participation by all DEIAC members and make a concerted effort to avoid discussions that are dominated by a few people.
- Welcome and solicit diverse opinions and viewpoints, remembering that disagreements are acceptable, often leading to good decision-making.
- Practice active listening skills in order to avoid pre-formulated responses, interruptions and sidebar conversations.

Membership

- Vice Chancellor of HR & Police Services, Co- Chair
- Director of Diversity, Equity, and Inclusion
- Associate Director of HR
- Management Appointment, CHC
- Management Appointment, SBVC
- Academic Senate, CHC - 2 Appointments
- Academic Senate, SBVC - 2 Appointments
- Classified Senate, CHC - 2 Appointments
- Classified Senate, SBVC - 2 Appointments
- Associated Student Body Member, CHC
- Associated Student Body Member, SBVC
- CSEA Representative
- CTA Representative
- Asian Pacific Islander Association Representative
- Black Faculty & Staff Association Representative
- Latino Faculty, Staff & Administrators Association Representative
- Management Association – 2 Appointments
- Confidential Group Lead Representative

Representation

Members will:

- Maintain and promote a focus that is based on district strategic priorities rather than personal, constituency or college interests.
- Represent constituency with accuracy and truthfulness, presenting data as completely as possible and not selectively withholding information.
- Communicate a clear understanding of the issues and any DEIAC recommendations to their constituency.
- Solicit input from and disseminate information to their respective constituency group.
- Base interpersonal behavior on the assumption that we are all people of goodwill, ensuring that interactions within and outside the DEIAC meetings are consistent with expectations of discretion and respect for individual and institutional integrity.
- Honor and acknowledge the contributions of individuals as well as the accomplishments of the whole team, regardless of the level of controversy in the discussion or its outcome.

Quorum

The District Human Resources Diversity, Equity, and Inclusion Advisory Committee follows a consensus-based decision-making process model. This allows the work to be done in a consensus, inclusive, and shared control matter. Decisions are made by agreement rather than by a majority vote. Therefore, a quorum is not required.

Subcommittees/task force/workgroup's quorum structure (if needed, not mandatory) will be unique and established by the overriding advisory committee. Advisory committees can adjust as they see fit.

