



BOARD OF TRUSTEES

Strategy Session Meeting Minutes – February 27, 2025

Location: San Bernardino Community College District Boardroom: 550 E. Hospitality Ln., Ste. 200, San Bernardino, CA 92408

Livestream: <https://www.youtube.com/@sanbernardinocommunitycoll42/streams>

Meeting materials: www.sbccd.edu/govenda

MEMBERS PRESENT

Dr. Nathan Gonzales, Chair
 Dr. Cherina Betters, Clerk
 Carlos Aguilera, Trustee
 John Longville, Trustee
 Dr. Stephanie Houston, Trustee
 Hadi Natour, CHC Student Trustee (advisory)

ADMINISTRATORS PRESENT

Jose Torres, Executive Vice Chancellor
 Dr. Kevin Horan, CHC President
 Dr. Gilbert Contreras, SBVC President
 Kristina Hannon, VC Human Resources & Police Services
 Dr. Nohemy Ornelas, VC Educational & Student Support Services
 Angel Rodriguez, Associate Vice Chancellor Government Relations & Strategic Communications

MEMBERS ABSENT

Frank Reyes, Trustee
 Joseph Williams, Vice Chair
 Nelva Ruiz-Martinez, SBVC Student Trustee (advisory)

ADMINISTRATORS ABSENT

Dr. Diana Z. Rodriguez, Chancellor

I. CALL TO ORDER – PLEDGE OF ALLEGIANCE

Chair Gonzales called the meeting to order at 4:00 p.m.

Trustee Aguilera led the pledge of allegiance.

II. PUBLIC COMMENTS ON AGENDA AND NON-AGENDA ITEMS

None

III. CLARIFICATION

None

IV. PRESENTATION

A. EEO Hiring and Student Impact Analysis

Vice Chancellor Hannon and Vice Chancellor Ornelas presented the EEO Hiring and Student Impact Analysis presentation.

EEO alignment with SBCCD's Goals.

EEO GOALS & INTENT

Eliminate Bias in Hiring:

Our process eliminates the screening committee process which could have bias (both positive and negative) in hiring.

- The educational benefits of workforce diversity.
- Based solely on job-related criteria; and designed to avoid an adverse impact.
- Using both qualitative and quantitative measures while applying the adverse impact analysis at each step, will help us reach our EEO goals of having an effective way to assess candidates.

Eliminates the artificial barrier of "group think" and instead focuses on the candidate's competencies.

Be a leader in supporting SDOH (Social Determinants of Health).



SBCCD is committed to Diversity, Equity, Inclusion, and Anti-Racism/Access (DEIA).



Recognized as a Hispanic-Serving Institution with a goal to mirror student diversity in the workforce.



The EEO Plan emphasizes equal opportunity in recruitment, hiring, and retention.

Definition of Common Terms

Diversity - The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles.

Diversity is *all inclusive* and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

Equal Employment Opportunity (EEO) - Equal Employment Opportunity (EEO) means that all qualified individuals have a full and fair opportunity to compete for hiring and promotions.

Ensuring equal employment opportunity also involves:

- a. Identifying and eliminating barriers to employment that are not job related; and
- b. Creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas and is welcoming to men and women, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination.

Government Code sec on 12940

Equity and Inclusion - The term “**equity**” refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.

Inclusion is involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive system promotes and sustains a sense of belonging. It values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members. An inclusive system also recognizes that agreement might not always be the end result, but that dialogue and understanding are part of the larger process that allows for inclusivity to be achieved.

Title 5 Requirements & Changes

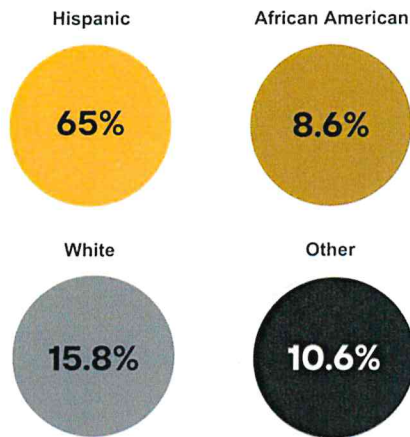
Hiring and Recruitment Practices

- All recruitment for employment positions conducted by the District including, without limitation, recruitment positions conducted by Human Resources shall be conducted consistent with all the requirements set forth in Section 53021 of Title 5 of the California Code of Regulations.
- Human Resources shall create job announcements and set qualifications for employment positions consistent with all the requirements set forth in Section 53022 of Title 5 of the California Code of Regulations.
- Human Resources shall review the applicant pool and take appropriate action as necessary, consistent with all of the requirements set forth in Section 53023 of Title 5 of the California Code of Regulations.
- The District’s screening and selection procedures shall be consistent with all the requirements outlined in Section 53024 of Title 5 of the California Code of Regulations.
- Designed to ensure consideration is given to the extent to which applicants demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students.

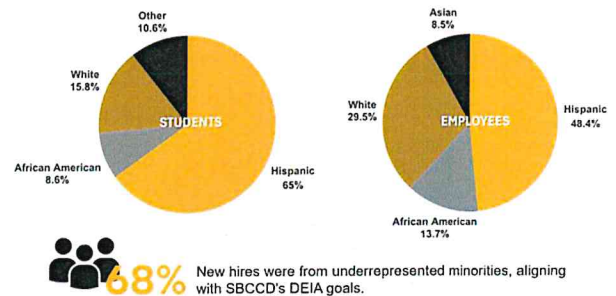
- Based solely on job-related criteria; and designed to avoid an adverse impact, as defined in Section 53001(a) of Title 5 and monitored by means consistent with this section to detect and address any adverse impact that does occur for any monitored group.

The Impact of EEO & DEI Programs

STUDENT POPULATION BY: RACIAL AND ETHNIC DIVERSITY



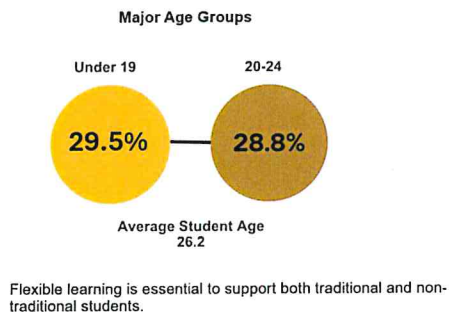
DIVERSITY AMONGST OUR STUDENTS AND EMPLOYEES



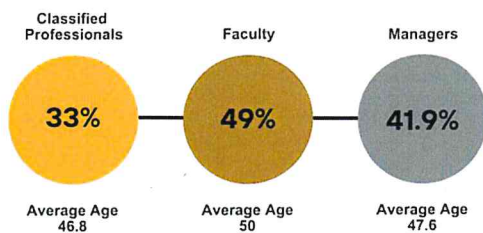
STUDENTS

- IMPROVED ACADEMIC PERFORMANCE**
Critical thinking and problem-solving skills can enhance student engagement in their education.
- INCREASED RETENTION RATES**
Provides increased support for students from underrepresented groups.
- ENHANCED CULTURAL AWARENESS**
Encourages students to learn from their peers who have diverse backgrounds and perspectives.
- CREATES A SENSE OF BELONGING**
Cultivating safe spaces for students to foster a deeper connection with their campus and community.

SBCCD STUDENT POPULATION BY: AGE



SBCCD WORKFORCE POPULATION OVER 50 YEARS OF AGE



Succession planning and DEI recruitment are critical for future workforce stability.

EMPLOYEES

- INCREASED WOMEN REPRESENTATION**
Demonstrating the positive effects of diversity initiatives in the workplace.
- IMPROVED EMPLOYEE RETENTION RATES**
Attracting top talent enhances the appeal of SBCCD and helps to retain employees.
- IMPROVED SATISFACTION**
Facilitates SBCCD's ability to serve a diverse array of individuals, thereby enhancing overall satisfaction.
- ACCESS TO RESOURCES AND TOOLS**
To empower individuals from marginalized groups, including people of color, women, and LGBTQ+ communities.

SBVC 2023-24 CASE STUDY- SCIENCE/NURSING DEPARTMENT

Employees	2020-2021	Percentage	2023-2024	Percentage
Faculty				
Black/African-American	1	4%	5	13%
Hispanic/LatinX	6	26%	12	32%
Asian/Pacific Islander	1	4%	2	5%
Middle East/North African	1	4%	2	5%
White	14	61%	17	45%
Faculty Subtotal	23		38	
Classified and Management				
Black/African-American	3	25%	5	33%
Hispanic/LatinX	1	8%	2	13%
Asian/Pacific Islander	1	8%	1	7%
Middle East/North African	1	8%		0%
White	6	50%	7	47%
Classified/Management Subtotal	12		15	
Total Employees	35		53	
Black/African-American	4	11%	10	19%
Hispanic/LatinX	7	20%	14	26%
Asian/Pacific Islander	2	6%	3	6%
Middle East/North African	1	3%	2	4%
White	20	57%	24	45%

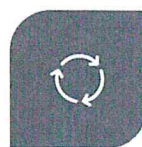
CONCLUSION AND KEY TAKEAWAYS



SBCCD's commitment to DEIA is evident in student demographics, hiring practices and contributions to the SDOH.



Workforce demographics highlight the need for strategic recruitment and retention planning.



Emphasis on DEI alignment ensures SBCCD continues to serve a diverse and growing community.

Vice Chancellor Hannon reported the executive leadership ranks meets the demographics of SBCCD's students.

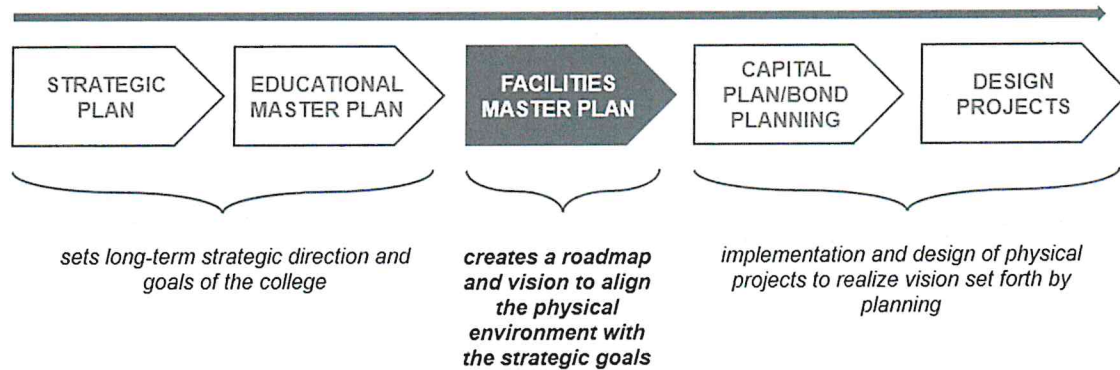
Trustee Betters asked for clarification for a breakdown of those specific groups. Breakdown of the 65% Hispanic breakdown of Diversity Amongst our Students and Employees (how they identify as their racial

identity. Agregate deeper). Breakdown of the Pacifica population. Average age of 26.2% of the student population.

B. Facilities Master Plan (FMP)

Executive Vice Chancellor Torres introduced the DLR Group (FMP consultants) who presented. The Facilities Master Plan.

Facilities Master Plan in Action



Facilities Master Plan – Three Parts



SBVC Master Plan

New Construction

1. Campus and Community Resource Hub
2. Mixed-Use Site with Housing
3. Hospitality Hub
4. CDC & Parent Ed. Building
5. KVCR Additions
6. Community Hub

Renovation

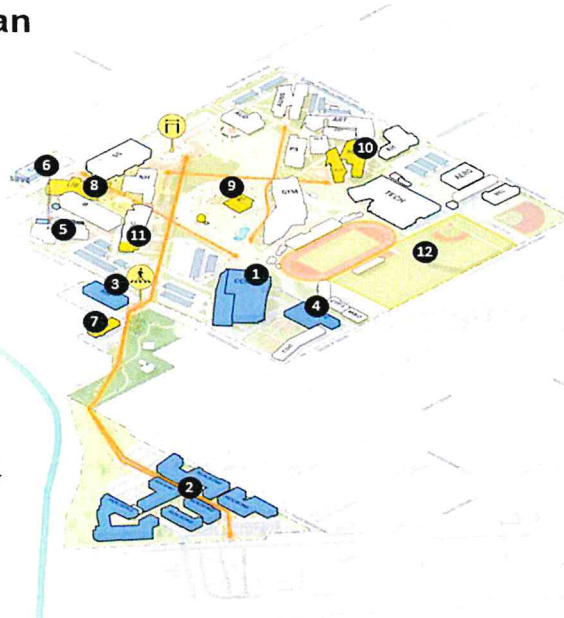
7. M&O Building (Former Transportation)
8. Library Repurposing
9. Greek Theater & Planetarium
10. Health Life Sciences
11. Lois Carson Campus Center – PD Space
12. Renovation of Athletic Fields/Facilities*

Demolition

- Warehouse (Parent Ed Center, Shipping & Receiving, Police Storage, Warehouse, and Storage Buildings)
- CTS
- SHS

Campus-Wide

- Alignment with Sustainability Plan
- Placemaking and Wayfinding in the Exterior Environment**
- Campus Cohesion, Branding, and Identity Improvements
- Active Learning Classroom Retrofits
- Circulation and Parking
- Infrastructure & Safety Upgrades and Improvements***



New Construction – Building

New Construction – Parking Structure

Renovation

Demolition

*Includes: turf fields, stadium field renovation, track resurfacing, baseball stadium renovation, basketball courts flooring

**Includes Fault Promenade, Geology Garden, outdoor classrooms, and other Landscape Master Plan projects

***Future programs may include Drone Tech, Construction Tech, Nursing expansion, and Veterinary Tech.

Future Programs*
CTE, and
Event Space**

***Infrastructure and safety projects include:

- Fire alarm system upgrades
- Resurfacing all parking lots and streets
- Access controls and Security Master Plan
- Central plant upgrades
- Technology infrastructure upgrades
- Natural gas piping improvements
- Electrical infrastructure upgrades
- Wet utilities upgrades
- Solar carport + battery microgrid

San Bernardino Valley College

ROM Cost Estimates

Total: \$594,710,334

Phase 01

High Priority

- Campus and Community Resource Hub
- Lois Carson Campus Center Repurpose
- Gym Floor Replacement
- Arrival and Drop-off Gateway
- Campus Cohesion, Branding and Identity Improvements
- Infrastructure Upgrades and Improvements*

\$174,543,075

Medium Priority

- CDC & Parent Ed. Building
- Community Hub
- Educational Gardens
- Wayfinding Improvements

\$97,643,611

Low Priority

- M&O Repurpose
- Athletic Field & Facility Renovations

\$19,915,750

Infrastructure (total) \$176,720,599

*High priority phase 1 infrastructure projects include: fire alarm system upgrade and solar carport + battery microgrid system. High priority/ongoing infrastructure projects in phase 1 and phase 2 include: resurfacing all lots and streets, access control and security master plan, central plant upgrades, technology infrastructure upgrades, natural gas piping improvements, electrical infrastructure upgrades, wet utilities upgrades.

Phase 02

High Priority

- Mixed-Use Site
- Planetarium, Greek Theater, Observatory, and Event Plaza
- Infrastructure Upgrades and Improvements*

\$15,309,100

**Does not include cost of Housing Development*

Medium Priority

- Track Resurfacing and Stadium Improvements
- Hospitality Hub
- Fault Line Promenade
- HLS Repurposing
- Library Repurposing
- Auditorium Plaza and North Open Space
- Active Learning Retrofits
- East Parcels Development
- Educational Gardens and Outdoor Classrooms

\$110,578,199

Notes on Cost Estimating

- Estimates are in 2025 dollars (not escalated)
- Estimates are Total Project Costs (inclusive of soft costs)
- Estimates are based on high-level or rough order of magnitude – please note that estimates may change as details of specific project work are studied further
- Deferred Maintenance is not included

CHC Master Plan

New Construction

1. Gymnasium
2. Instructional Pool
3. Student Housing
4. Allied Health Building
5. Tennis Courts
6. Student Support Building Replacement

Renovation

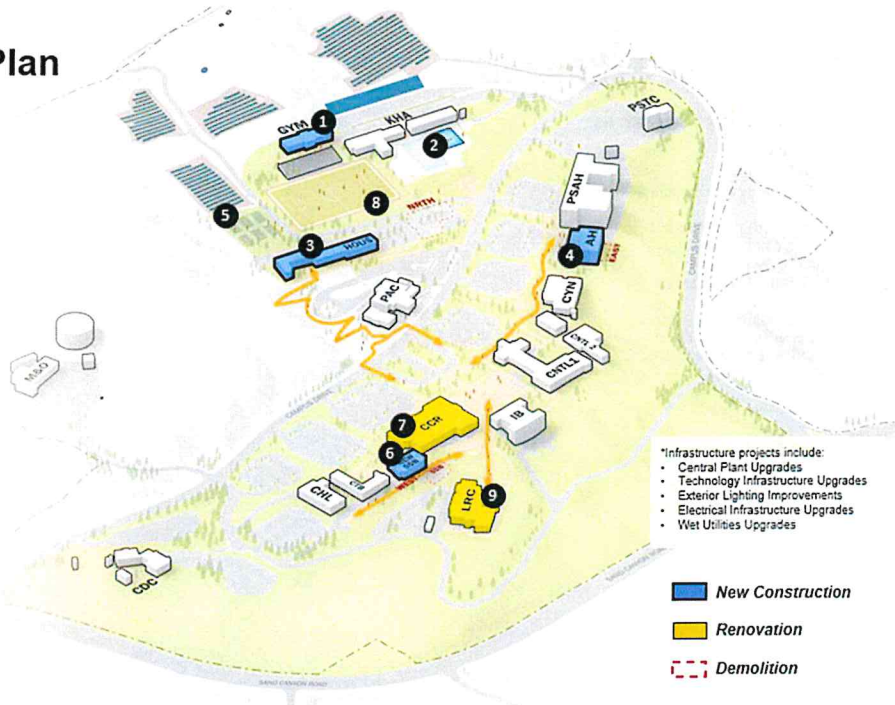
7. Crafton Center Second Floor
8. Soccer Field – Collegiate Size
9. LRC Stacks Repurposing

Demolition/Relocation

- North Complex
- Print Shop/East Complex
- West Complex
- Student Support Building

Campus-Wide

- Alignment with Sustainability Plan
- Public Art, Iconic Moments, and Branding in Exterior Environment
- Active Learning Classroom Retrofits
- Parking Lots, Roadway, and Walkway Improvements
- Infrastructure Upgrades and Improvements*



Crafton Hills College

Draft Cost Estimates

Total: \$336,172,793

Crafton Hills College

Phase 01

Planned Priority

1. Allied Health Building
2. Student Housing + Tennis Courts + Soccer Field
3. Gymnasium
4. Student Support Building + Crafton Center + West Complex
5. North Complex
6. Instructional Pool

\$209,200,135

High Priority

- Parking Lots, Roadway, and Walkway Improvements
- Central Plant Upgrades
- Technology Upgrades
- Exterior Lighting Improvements
- Electrical Infrastructure Upgrades
- Wet Utilities Upgrades
- Learning Resource Center Stacks Repurposing

\$126,972,658

*\$118,076,763 is Infrastructure

Medium Priority

- Active Learning Retrofits
- Campus Quad Improvements

Low Priority

- Campus Drive – Gateway and Signage

Notes on Cost Estimating

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- Deferred Maintenance is not included

District Service Operations

ROM Cost Estimates

Total: \$182,934,204

District Support Operations

Phase 01

High Priority

- Technology Infrastructure Refresh

\$7,537,173

High-Medium/Medium Priority

- EDCT/PDC Renovation
- ATTC Renovation
- District Office Renovation

\$11,555,920

Low-Medium/Low Priority

- Del Rosa Campus Development
- KVCR Renovation / Additions

\$163,841,111

Notes on Cost Estimating

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- Deferred Maintenance is not included

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT | FACILITIES MASTER PLAN

DSO Master Plan

Economic Development & Corporate Training Center (Del Rosa Campus)

- New Development
- Multi-Purpose Building
- Secure Gate/Parking Lot
- Outdoor Classrooms
- Wayfinding/Public Art/Placemaking
- PDC Interior Renovation
- ATTC Interior Renovation
- Technology Refresh on Existing Buildings

District Office

- Interior Renovation
- Technology Refresh

KVCR

- Studio Expansion
- Classroom/Lab Expansion
- Outdoor Media Courtyard
- Shared Storage
- Interior Renovation
- Technology Refresh

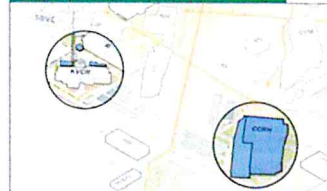
Campus and Community Resource Hub

- Police Department Space
- Printing Services Relocated
- Warehouse

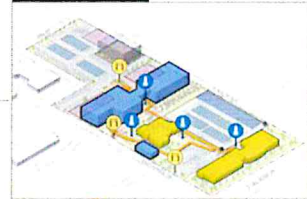
SAN BERNARDINO VALLEY COLLEGE

KVCR

CAMPUS AND COMMUNITY RESOURCE HUB



DEL ROSA CAMPUS



DISTRICT OFFICE



SAN BERNARDINO COMMUNITY COLLEGE DISTRICT | FACILITIES MASTER PLAN

ROM Cost Estimate Totals

San Bernardino Valley College Total:
\$594,710,334
Crafton Hills College Total:
\$336,172,793
District Service Operations Total:
\$182,934,204

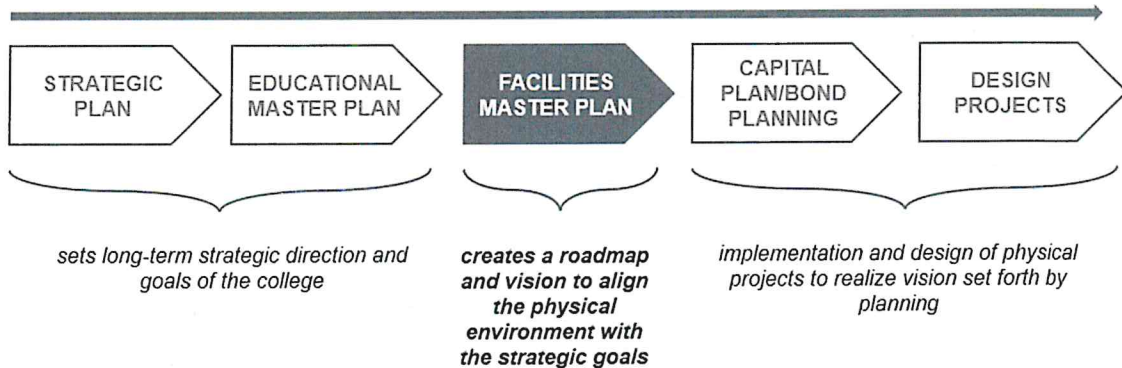
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District-wide Total:
\$1,113,817,331

SAN BERNARDINO COMMUNITY COLLEGE DISTRICT | FACILITIES MASTER PLAN

Facilities Master Plan in Action



Executive Vice Chancellor Torres commented that planning and seeking funding will be in future next steps. Trustee Houston commented that this aligns with the SBCCD mission, being the catalyst of the community impacting the community for generations.

V. ACTION ITEMS

A. Facilities Master Plan

Motion: to approve the Facilities Master Plan for First Read.

Moved by: Trustee Longville. Seconded by Trustee Houston.

