



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Agenda – November 14, 2023 3:00 p.m.

Via Zoom: <https://sbccd-edu.zoom.us/j/87668273992>

Or Dial-In: 669-444-9171 | Meeting ID: 953 9430 9903

I. Welcome

Kristina Hannon and Dr. Aysia Brown

II. Consensus Approval of Minutes

a) Consensus approval of Minutes from October 10, 2023.

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. Nominations for Quad Chair

Final nominations to be considered as Quad Chair's on rotation, to allow all to participate and share the workload.

- a) Mary Valdemar
- b) Mary Lawler
- c) Chloe de Los Reyes
- d) Kristina Hannon
- e) Aysia Brown
- f) Ericka Paddock
- g) Nelva Ruiz-Martinez
- h) Christina Sweeting

IV. Vested Group Updates

EEO funding for vested groups: VC Hannon proposed the idea of dedicated funding towards event participation to help improve diversity and access. The committee supports this idea as it will allow the groups to utilize their funds towards other initiatives such as student scholarships.

It was noted that improved processes for utilizing funds are needed, particularly as it pertains to those who do not have Cal-Card's or access to Oracle.

a) Latino Faculty, Staff & Administrators' Associations (LFSAA)

Hosted El Dia Los Muertos Celebration – 11/1/2023.

Ernest Guillen will be stepping down as association President. The incoming President will be Aida Gil and Vice President Rocio Delgado.

b) Black Staff and Faculty Association (BFSA)

Will be hosting a Black Art Expo – February 2024. It is anticipated that Dr. Christopher Iden will be in attendance.

Black Women Evolved Day – March 2024.

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.

DEIAC 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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- c) **Asian & Pacific Islander Association (APIA)**
 Honored the football teams during the Orange Coast vs. San Bernardino Valley Football Game – 11/11/2023. Festivities were held island style, which was well received by the attendees. There will be ongoing efforts to have this event yearly and a \$500 donation was gathered for a cultural center in Maui.

V. “Top 5” Project

Three areas of focus were identified and will be broken down into their own sub-committees as listed below:

- a) The Classified Hiring Process Implementation group will focus on rolling out the new hiring process, which will include making the necessary changes to fit the needs of the constituent groups.
- b) The Allyship Program group will assist in developing a training mechanism for how to be good allies within the district utilizing DEI resources and knowledge obtained from events. The intent will be to provide guidance for those who would like to connect with DEIA but do not know how, when, and why.
- c) The Bias Education and Action Team (B.E.A.T) will be focused on developing the SOPs, lead mediation, and forecast DEI issues.

Tentative Subcommittee Members:

Classified Hiring Process Implementation	Allyship Program	B.E.A.T
Christina Sweeting	Mary Valdemar	Aysia Brown
Mary Lawler	Nelva Ruiz-Martinez	Kristina Hannon
Karla Bonnet	Chloe de Los Reyes	Kellie Barnett
Ericka Paddock	Linda Fontanilla	Ruth Greyraven
Ginger Sutphin	Veada Benjamin	Jesse Neimeyer-Romero
Vacant CHC Academic Senate	Heather Ford	James Quigley
Ernest Guillen	Rania Hamdy	Carmen Rodriguez

VI. Future Agenda Items

- a) Districtwide Formal Land Acknowledgement Discussion.
- b) Poem by Mary Valdemar.
- c) Committee presentation from a Tribe Member – TBD.

VII. Next Meeting Date & Adjournment

- a) The next scheduled committee meeting is December 12, 2023, at 3:00pm.

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