



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting Meeting Minutes – February 27, 2024 11:00 a.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 December 12, 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 they were approved by consensus.

III. Land Acknowledgement

A request has been made to the DEIA committee to research the adoption of a formal land acknowledgment. The SBVC Educational Master Plan includes intent for a campus acknowledgment, but some would like to see a District adoption as well. Dr. Brown will work with Associate Vice Chancellor to determine past acknowledgements, official language, and processes for reaching out to the tribes for this request. Committee members provided the land acknowledgement resource links below. This discussion item will continue at the next committee meeting.

- <https://native-land.ca/>
- <https://www.craftonhills.edu/about-chc/land-acknowledgment-at-crafton-hills-college.php>

IV. EEO Advisory Committee Updates

Kristina Hannon shared that some changes in law required we update our District EEO plan to incorporate those changes. The plan was submitted to the State Chancellor's Office in October 2023, posted to their website for public and other agency view for 90 days, and then sent back to us with remarks. We are happy to announce our plan had minimal recommendations. We will be sending our plan to the Board in March.

Kristina Hannon shared that we are piloting a new hiring process with our management recruitments. We will start having conversations with Senates to look at our academic hiring process to be inclusive and include part-time as well. The intent of the new process is to remove those self-made barriers and honor the spirit of the law.

V. Vested Group Updates

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

Ernest Guillen shared information about recent and upcoming association events.

- Announced Aida Gill is the new LFSAA President and will be attending these committee meetings on behalf of the association's constituents.
- There are discussions about Latino Graduation logistics and making the event more accessible to those receiving their degree. The ceremony will take place at Crafton Hills College this year.

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.



District HR Diversity, Equity, & Inclusion Advisory (DEIA) Committee Meeting
Meeting Minutes – February 27, 2024 11:00 a.m.

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

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

- LFSAA is working on bringing back the annual Cinco de Mayo luncheon. More information to come.

b) Black Staff and Faculty Association (BFSA)

Veada Benjamin shared information about recent and upcoming association events.

- They took 30 students to see One Love. This outing focused on building community and trust. It was well received and a great time for those who participated.
- The Umoja-Tumaini B-Ball Takeover championship is scheduled for tomorrow, February 28th at 7:00 p.m.
- For Valentine's week, BFSA raised \$2,800 on an opportunity drawing for Mission Inn gift card valued at \$500. Thank you to all who purchased tickets to support student scholarships.
- On April 13th, there will be a Black Art Expo. Come support our young black artists and help put them on the map.
- Dr. Selena Gray will be here on April 17th for a speaking engagement.
- More Black History Month events and resources can be found at <https://resources.ca.gov/blackhistorymonth>

c) Asian & Pacific Islander Association (APIA)

Bethany Tasaka shared information about recent and upcoming association events.

- They have launched their first ever learning community that centers around API experiences, culture, stories, and voices. A huge shout out to our faculty, counselors, and staff who worked so hard to get this up and running.
- APIA is in the middle of planning for Heritage Month. They have many things already in the works and are happy to be working with the newly formed Pacifica Student Union club at SBVC. There are discussions and hope to get this club formed at CHC as well.
- APIA has a group presenting at the APAHE conference. They are excited to be presenting for the second year in a row.

d) New Vested Group

Ernest Guillen shared there have been discussion forums over the past year for a potential new vested group; the LGBTQIA Association. Groups have come together district-wide to support the establishment of this community for the District and we will be preparing a formal recommendation to this committee to move this forward.

VI. "Top 5" Project (Tabled to next meeting)

VII. Next Meeting Date & Adjournment

- a. The next scheduled committee meeting is March 12, 2024, at 3:00 p.m.

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.