



## Diversity, Equity, & Inclusion Committee

MINUTES for Thursday February 15<sup>th</sup>2024

1:00pm

Zoom

<b>Members Present:</b>	Esteban Alvarado, Anjali Patel, Dr. Franklin Garrett, Richard Gholson
<b>Members not Present:</b>	Dr. Shakerra Carter, Dr. Minou Spradley, Kelly Metz-Matthews, Megan Leppert
<b>Attendees:</b>	Maureen Rubalcaba, Michele Novak, Anagit Traganza, Jennifer Springfield, Vincent Balaoing (student), Marne Foster, Carla Grossini-Concha, Denise Munoz, Donna Eckstein, Jessica Luedtke, Ildifonso Carrillo, Jo Hart-Lloyd, Sheyla Castillo, Diana Vera-Alba, Lee Blackmore, Stacy Surwilo, Armando Carignan
<b>Recorder:</b>	Nashlee Smith

### AGENDA

#### 1. Call to Order 1:14pm

#### 2. Review Agenda, Approval of Minutes

##### 2.1 Approval of Agenda

CONCLUSION	<ul style="list-style-type: none"> <li>Maureen Rubalcaba requested to add “Classified Professionals Equity Certification Program” to the <a href="#">agenda</a>.</li> <li>First motion to approve by Diana Vera-Alba.</li> <li>Second motion to approve by Maureen Rubalcaba.</li> </ul>
------------	--

##### 2.2 Approval of January Meeting Minutes

DISCUSSION	<ul style="list-style-type: none"> <li>January meeting minutes have been tabled and will be available for the next meeting to be reviewed and approved.</li> </ul>
------------	--

#### 3. Information/Discussion Item(s)

##### 3.1 JEDI brings Dr Chris Emdin to Southwestern college (2/29)

INFORMATION	<ul style="list-style-type: none"> <li>Dr. Chris Emdin presented at the DEIA in Action Summit through the California Community College organization to understand the basis of generational trauma.</li> <li>Dr. Edmin will be presenting at Southwestern College on 2/29 from 6-7:30pm.</li> <li><a href="#">Dr. Chris Emdin Flyer</a></li> </ul>
-------------	--

##### 3.2 Spring Institution Day – Celebrating the Land Acknowledgement, SLO #5 Video, and Driving Principals Poster

INFORMATION	<ul style="list-style-type: none"> <li>A special “Thank you” to all who contributed to the Land Acknowledgement and video shared during Spring Convocation.</li> <li>Esteban shared the Driving Principles Statement which now includes the Diversity Statement.</li> </ul>
-------------	---

##### 3.3 Classified Professionals Equity Certification Program

INFORMATION	<ul style="list-style-type: none"> <li>Focuses on classified professionals and NANCES in their roles, with their skills, and acknowledging their work (self-reflection) as Professional Development.</li> <li>The goal is to build our culture of inclusiveness and equitable practices to see how that impacts overall student success and institution success.</li> <li>Launch will be March 1<sup>st</sup>, 2024 with orientation, and 5 sessions to follow:             <ul style="list-style-type: none"> <li>-Two Fridays a month, 2:30-4:00pm, through May.</li> </ul> </li> <li>This program will develop as a training program as well to take ownership over professional development for their constituencies.</li> </ul>
-------------	--

##### 3.4 Fall 2024 Diversity Book Club Update

INFORMATION	<ul style="list-style-type: none"> <li>To effectively manage resources, the Diversity Book Club launch was moved from Spring to Fall of 2024.</li> </ul>
-------------	--

	<ul style="list-style-type: none"> <li>Esteban shared two book options that is most aligned with different PD offerings that is being developed for next academic year: <ul style="list-style-type: none"> <li>-<i>My Grandmother’s Hands</i></li> <li>-<i>The Meritocracy Trap</i></li> </ul> </li> <li>Denise Munoz and Carla Grossini-Concha both were in favor of <i>My Grandmother’s Hands</i>.</li> </ul>
--	---

### 3.5 Call for volunteers- DEI sessions at STAR Conference ‘24

INFORMATION	<ul style="list-style-type: none"> <li>Looking for volunteers to present on the DEIA to provide informational sessions to classified professionals at STAR Conference.</li> <li>Informational sessions that would be beneficial will include topics of inclusivity and visibility.</li> <li>If no volunteers, Esteban will send out an email request in March.</li> </ul>
-------------	---

### 3.6 Call for new DEIAA projects from committee

INFORMATION	<ul style="list-style-type: none"> <li>Esteban would like to begin developing ideas that could be executed this semester or for 2024-2025.</li> <li>Esteban shared the Diversity Equity Inclusion Timeline Fall 2023, and next on the timeline is the Affinity Group called 1<sup>st</sup> Gen which focuses on first generation college graduates and professionals.</li> <li>A goal for DEIAA is to create a space for unofficial committee members to bring ideas or hopes for a project to be developed. <ul style="list-style-type: none"> <li>-Maureen suggested to relaunch the DEIA committee similar to a campaign to share what is happening across the CE institution.</li> <li>-Denise suggested to have department meeting visits to promote.</li> </ul> </li> </ul>
-------------	---

### 3.7 Employee Affinity Group: 1st Gen launching in March

INFORMATION	<ul style="list-style-type: none"> <li>Promotional material is being developed for the group. A rough draft of the flyer was shared by Esteban.</li> <li>Diana, Megan, Carol, Harvey, and Esteban will schedule a meeting to confirm the last details of date, time, and location.</li> </ul>
-------------	---

### 3.8 DEIAA Resources Center in Teams

INFORMATION	<ul style="list-style-type: none"> <li>Esteban shared the DEI Teams inclusive resources folder and presented the Online Teaching Resources, which include items that have been presented to the committee and different items that Esteban procured through different opportunities: <ul style="list-style-type: none"> <li>-Shift Trainings</li> <li>-Cornell University resources</li> <li>-Online teaching resources specifically towards equitable practices and shared through the SDCCD online summit.</li> <li>-Inclusive stock photos</li> </ul> </li> </ul>
-------------	--

Action Items	<ul style="list-style-type: none"> <li>Maureen requested to add program planning to April agenda.</li> <li>Esteban will send an email with the confirmed date and location of the first meeting of the 1<sup>st</sup>Gen Affinity Group.</li> </ul>
--------------	---

Roundtable	<ul style="list-style-type: none"> <li>Esteban shared literature from Kenyon College, which speaks on <a href="#">how intergenerational trauma shapes mental health</a></li> <li>Jo recommended to see the movie <i>Origins</i>, which is in relation to the book “<i>Cast</i>” by Isabelle Wilkerson. This literature was part of the book club during COVID and was great for discussion.</li> <li>Donna recommended the movie “<i>Blind</i>” which reflects an incredible influence of a teacher in a student’s life.</li> </ul>
------------	---

## 4. Adjournment Meeting adjourned at 1:58 pm

NEXT MEETING:

Thursday, March, 21, 2024 – 1:00pm

Zoom

Minutes submitted by:

Minutes approved: