



DEI Committee

MINUTES for Thursday, April 18,2024

1:00pm

Zoom

Members Present:	Esteban Alvarado, John Bromma, Dr. Franklin Garrett, Kelly Metz-Matthews, Anjali Patel, Richard Gholson, Megan Leppert, Natalie Lindenberg, Dr. Maureen Rubalcaba, Stacy Surwilo
Members not Present:	Dr. Minou Spradley, Dr. Shakerra Carter
Guests:	Lee Blackmore, Carol Basillio, Ildifonso Carrillo, Sheyla Castillo, Carla Grossini-Concha, Jessica Luedtke, Denise Muñoz, Michelle Madrid Novak, Anagit Traganza, Diana Vera-Alba, Helena Wei
Recorder:	Nashlee Smith

AGENDA

1. Call to Order 1:00pm

2. Review Agenda, Approval of Minutes

2.1 Approval of Agenda

CONCLUSION	<ul style="list-style-type: none"> • First approval by Diana Vera-Alba • Second approval by Maureen Rudalcaba
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2.2 Approval of February Meeting Minutes

CONCLUSION	<p>First motion of approval by Lee Blackmore</p> <p>Second motion of approval by Denise Muñoz</p>
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3. Information/Discussion Item(s)

3.1 1stGen— 4/18 General Meeting & 4/18 Mixer

Discussion	<ul style="list-style-type: none"> • Esteban shared the flyers and information for 1stGen’s 4/18 General Meeting (@3pm) and Mixer (@5pm). • He also thanked members for catching the typo in the first flyer draft sent out.
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3.2 Disability AWARE Training

INFORMATION	<ul style="list-style-type: none"> • Esteban shared the flyer and information for the District’s Disability AWARE Training offered on May 2, 2024, 10am-1pm at City College MS 140 • Kelly raised concerns regarding the District’s trainings being offered at times that conflict with the teaching schedule of many SDCCE faculty. The offering of EEO trainings during mornings can be a significant barrier for many CE faculty, especially adjunct faculty. Questions of how we might address this concern were also voiced. • Michele provided important insight into how SDCCE’s lack of an EEO Compliance Officer is partly responsible for this issue. A new EEO Compliance Officer has been announced and hopefully this will address this issue. Michele also volunteered to share this concern with leadership. • Carla suggested this concern be communicated directly to the new EEO Compliance Officer.
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3.3 District EEO Training

INFORMATION	<ul style="list-style-type: none"> • Online training offered 4/19 8:30am-12:30pm
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3.4 Colegas’ No Pare, Sigue, Sigue Webinar

INFORMATION	<ul style="list-style-type: none"> • Esteban shared the information for Colegas’ No Pare, Sigue, Sigue webinar offered on 4/20 at 2-4pm. • The event will focus on the institutionalization of DEIA accountability
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3.5 District Queer Alliance—SD Wave Pride Night

INFORMATION	<ul style="list-style-type: none"> • Carla presented information and a registration link for members to join the District Queer Alliance at the San Diego Wave on Pride Night on June 28.
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3.6 Classified Equity Institute update

INFORMATION	<p>Dr. Maureen presented an update on the Classified Equity Institute</p> <ul style="list-style-type: none"> Started in March with 27 classified professionals and NANCE employees. Participation required a ten hour commitment each week. Allied Path Consultants and Dr. Santana have led participants to recognize the DEIAA work happening within the institution, build community, learn about the multiple approaches in DEIA practices, how to assess their DEIAA readiness, and how to begin action-based initiatives. They are also identifying their strengths in the areas of cultural knowledge, sensitivity, and awareness, as well as learning more about microaggressions and implicit and unconscious biases. Accountability partners and a final action-based projects are key elements to the program’s success. It allows participants to have ownership, agency, and increases cross-cultural communication skills. Thanked the PD Committee for their support and the support from Classified Senate. Maureen also shared the folder where the action-based projects are housed. It is open for all SDCCE employees to review and learn from.
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3.7 DEI Committee name and status Review

Discussion	<p>Esteban presented committee information for review</p> <ul style="list-style-type: none"> Esteban identified the Committee’s current status as an operational committee and highlighted how this differs from its previous standing as a Subcommittee of the PD Committee. Esteban also proposed an update to the committee’s name to the DEIAA Committee to reflect our institutional language and emphasis on the tenants of Accessibility and Antiracism. He also noted that Miramar and Mesa Colleges’ committees go by IDEA. Stacy supported the adoption of the change to DEIAA. Jessica outlined the process used by the PRIE office to update committee information and the Committee Handbook. She also emphasized that the name change would be best instituted now before the fall’s revision to the Committee Handbook. Lee voiced the importance of working in tandem with other colleges in the District. Carol voiced concern with alternative committee name IDEAA because it can be confused with IDEA, legislation for the rights of students with disabilities. Jessica provided valuable information on the differences between Brown Act requirements for Academic Senate, Subcommittees, Operational Committees, and Task Forces. It was also noted that DEIAA is the term used within SDCCE’s institutional language and growing in popularity in the state. Esteban also clarified that IDEA (at Mesa and Miramar) do not have accessibility as one of the tenets of their name. He also noted that there is no consensus at the state level, using the DEIA in Action conference as an example (they include accessibility but not antiracism). Conversation shelved due to time.
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3.8 Share out of Linguistic Bias & Linguistic Justice Awareness

INFORMATION	Shelved due to time
Literature Review	[Apr24]Chapter1-ReframingAssessment.pdf
Action Item	At next month’s meeting, we will take a majority vote on the committee standing and committee meeting name.

4. Adjournment Meeting adjourned at 2:04pm

NEXT MEETING:
 May 20
 Zoom

Minutes submitted by: Esteban Alvarado

Minutes approved: 5/20/24