

San Diego College of Continuing Education Diversity, Equity, Inclusion and Accessibility Advisory Committee Meeting Minutes

November 14, 2022

1:00 – 2:30 PM, Zoom

Committee Members in Attendance: Esteban Alvarado, Vincent Balaoing, John Bromma, Lee Blackmore, Lisa Carulli, Sheyla Castillo, Donna Eckstein, Janet Foster, Richard Gholson, Megan Leppert, Jo Hart-Lloyd, and Linda Osborn

Meeting de-briefs: Helena Wei, Natalie Lindenberg

Land Acknowledgement

Introductions/Inspiration

Progress Report on SDCCE DEIAA Committee 2022-23 Goals:

- Linda Osborn met with Dr. King on behalf of the Diversity Committee and shared the DEIAA top three Committee goals; increase student participation and voice on the DEIAA Committee, development of an institution wide professional development training similar to FELI including accountability, tracking (pre/post), follow up sessions, and being identified as a governance committee in the reorganization that is taking place within the institution. Discussion also included developing a SDCCE Land Acknowledgement, continued coordination with student services on affinity events, and collaboration with the new FLEX coordinator on providing DEIAA professional development opportunities.
- Increase SDCCE Web Presence – DEIAA meeting dates have been posted on the master calendar. Meeting agenda and minutes have been added to the DEIAA webpage. Linda Osborn will reach out to Brian Palmiter for further webpage development.
- Provide DEI Institutional Education – We are the World Wednesday columns are getting significant positive feedback.
- Provide and Facilitate Professional Growth Opportunities for CE Faculty and Classified Professionals – the film screening Delano Manongs in honor of Filipino American History Month was well attended by CE and the credit colleges. Hispanic Heritage Month Art Contest, Dia de Muertos, and Veteran's Day events also took place.
- Increase student participation on the DEIAA Committee: Child Development has identified a new DEIAA student committee member, Prabha Subramani. Linda Osborn encouraged DEIAA committee members to identify students in their respective programs who would like

to be a committee member. She will also reach out to the Program Chairs for recommendations. The committee is still in need of faculty representation from the Clothing and Textiles, Healthcare, Automotive, Skilled and Technical Trades programs, along with a representative from Classified Professionals.

SDCCE DEIAA Reports:

Sheyla Castillo reported that the Immigrant Student/Support Program (ISP) has facilitated over 50 students' transition to college through the Promise Program. Each student has a unique situation in regards to Visa status, immigration status and/or refugee status. This successful program focuses on helping students – many of the students that have graduated return to ISP to help shepherd current SDCCE students on their educational journey. Project Assistant Armando Carignan Palacios is working with ISP again. Linda will invite him to join the DEIAA Committee.

Campus ASB Reports/Outreach Reports – Vinzent Balaoing reported about the successful Dia de Muertos celebration at ECC Campus. ECC ASB meetings are on temporary hold and will resume in the New Year. Vinzent will recruit additional students to be on the DEIAA committee. Vinzent also reported that students are very happy about the student lounge that is being built at ECC. He said he still gets lots of questions regarding the roll out of Student ID (photo) cards.

The DEIAA Fall Book Club is underway. *Killers of the Flower Moon: The Osage Murders and the Birth of the FBI* by David Grann has been selected. Books have been ordered, and will be distributed for reading over the winter break. The Reflect and Discuss meeting is scheduled for January 5th, 2023 via zoom from 3-4:30 pm.

SDCCE DEIAA Discussion and Future Work:

SDCCD hiring practices were discussed. The need for more infused DEIAA interview and applications questions was mentioned along with the need for more widespread and diverse recruiting practices. Diversity Coordinator, Linda Osborn was able to update the committee on the new and continued efforts from the District Office to make the hiring process equitable, anonymous, along with widespread recruiting.

Ageism within SDCCE and new hires was brought up and discussed. Concern for institutional memory was discussed.

Action from the committee was requested to be taken in advocacy for requiring student Covid vaccinations along with the current faculty requirement. Discussion followed centering on health concerns and FTES goals for the institution.

A request was made to revisit and revive the SDCCE Diversity Pledge with a focus on making the pledge more institutionally known, have increased prominence and be

infused throughout SDCCE. Esteban Alvarado and Linda Osborn will meet and report back some recommendations to the committee at our December meeting.

2022-23 SDCCE Diversity, Equity and Inclusion Committee Meetings:

Monday's at 1:00 pm via Zoom

December 12th

January 23rd

February 13th

March 20th

April 17th

May 15th

Roundtable Announcements/Adjournment at 2:35 pm