

Diversity, Equity, and Inclusion Committee Minutes

Date: April 22, 2022 | Begin: 9:30 to 11 a.m. | Location: Zoom | Recorder: Greer Gaston

Attendees: Casey Layton, Esther Sexton, Felicia Arce, Fernando Sobrevilla, John Ginsburg, Junko Iijima, Kattie Riggs, Kevin Aguilar, Kim Crane, Klaudia Cuevas, Madalena Larkins, Maria Sorrentino, Ray Atkinson, Greer Gaston

Individual commitments are highlighted in yellow.

Other outstanding work/tasks are highlighted in blue.

Topic/Item	Key Points Provide 50 words or less on expected outcome	Category
1. Welcome & Review of Guidelines for Interaction	<ul style="list-style-type: none"> • Land Acknowledgement • Labor Acknowledgement • Review Guidelines for Interaction <p>Felicia reviewed these with the committee.</p> <p>Visitors Fernando Sobrevilla and Kattie Riggs introduced themselves.</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information
2. Announcements	<ul style="list-style-type: none"> • Updates & Addressing Issues -- Employee Resource Groups (ERGs) <i>Klaudia brought updates to the form and process to the committee on Nov. 12, 2021. There were some issues related to the updates that remain unresolved. Casey wants to briefly discuss the timing to address the issues identified the ERG process.</i> • DEI Learning Offerings for Spring Term and Beyond • Other Items from the Group <p>Klaudia has offered to serve as DEI Committee chair through the end of the term.</p> <p>Casey has been attending associated Student Government and Multicultural Center meetings. She is talking with Tim Cook about creating informal spaces to have open conversations with students. The goal of these get-togethers would be to empower students to develop action items they can work on. (It's not about students giving action items to Tim or Casey.) Tim and Casey's roles would be to listen, be present, and validate.</p> <p>The Board of Education has formally acknowledged Juneteenth as a paid holiday.</p> <p>Casey is working on a summer connections event at the college, inside or outside Gregory Forum, on Friday, June 17, from 5:30 to 7:30 p.m. The college is partnering with others to host the event. She envisions:</p>	<input type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information

	<ul style="list-style-type: none"> ▪ Community organizations promoting their upcoming offerings. ▪ Activities for kids. ▪ ASG offering campus tours. ▪ The first hour would include presenters and/or performers acknowledging Juneteenth and Pride Month. <p>Casey asked:</p> <ul style="list-style-type: none"> ▪ If anyone from the committee would like to be on the planning team. This is a two-month commitment. This individual also could serve as the liaison between the planning team and the DEI Committee. If interested, let Casey know. ▪ If the DEI Committee was interested in having a table at the event. Felicia offered to staff the table and bring her air dancer. ▪ If anyone had suggestions for performers. There was a suggestion to see if there were any student bands and that the Theater and/or Music Departments may be able to contribute some talent to the event. 	
<p>3. Announcements from Associated Student Government (ASG) and the Multicultural Center (MCC)</p>	<p>Beau Gilbert, Multicultural Center coordinator, is leaving the college. John is in the process of recruiting/hiring for this position, which is now full-time. The position was advertised internally today. The revised position will be connected to the DEI Office and the DEI Committee.</p> <p>Folks in the Multicultural Center are:</p> <ul style="list-style-type: none"> ▪ Temporarily stepping back from their work on the labor acknowledgement. ▪ Changing up the design of their space. <p>Andwele left the college; they are no longer enrolled at CCC.</p>	<p><input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information</p>
<p>4. Membership – DEI Strategic Priority Implementation Work Group & DEI Committee</p>	<ul style="list-style-type: none"> • Discuss: <ul style="list-style-type: none"> — Membership updates — The status of pending applications to the DEI Committee — DEI Committee members for 2022-23 — Chair/co-chairs for the DEI Committee — Chair/co-chairs for the DEI Strategic Priority Implementation Work Group <p>The committee discussed membership and committee structure and how it’s changed over the past several years. When the committee was founded, there was no strategic plan or chief diversity officer. What does the committee need to move forward now, in the near term, and in the future?</p> <p>Comments from the group:</p> <ul style="list-style-type: none"> ▪ Get the committee out there, encourage conversations with a DEI lens, ask questions. The more we ask, the more it becomes a habit. Intertwine DEI into everyday decision-making. 	<p><input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information</p>

- Everything needs to be viewed through a DEI lens. Keep improving the framework and make it more effective.
- Sponsor fun activities.
- Employees who teach/work with students need resources, like framework training, posters in classrooms. Understanding and practicing are different.
- How about coaching, providing guidance on a one-to-one basis.
- How does DEI fit into shared governance?
- Directly talk with students to see what the issues are and how they might be addressed. Make DEI tangible for students.

Casey asked if it made sense to have a sub-group review the structure and membership sections of the charter. Some of this work was accomplished this past year, but other items still need to be reviewed. A sub-group is a good idea to explore what additional changes the committee might consider.

Comments from the group:

- The current structure required representation from various groups such as associations, Human Resources Office, Disability Resource Center.
- The committee doesn't have a mechanism to fill positions that are vacated mid-year.
- There are currently 17 committee positions. This past year, there was a lot of turnover/change, particularly within committee leadership, and many vacant positions weren't filled.
- Last year, the committee changed how people apply; it allowed them to apply using different formats.

Casey brought up the following items around committee structure:

- Prioritize a few things to work on and assign a subcommittee to do the work.
- Is meeting every other Friday the right fit? Could we use one meeting per month for subcommittee work and the other meeting for the committee to accomplish administrative tasks and relationship building?
- Could we revitalize subcommittees, and have everyone on the committee lead, or co-lead, a subcommittee?

Comments from the group:

- Casey's suggestion – of having subcommittees focus on a specific task/initiative – might be a more productive approach.
- Where does framework training and World Trust training fit into this structure? Would there be a learning subcommittee that works with the DEI Office.
- Work would need to be coordinated with the collegewide DEI strategic priority work group.
- It would be helpful to form community among new members. New members need clarification on their role, what position they are filling – Human Resources Office, Admin/Confidential group, at-large. Prepare new members so they have an easier transition onto the committee and subcommittees.

	<ul style="list-style-type: none"> ▪ The committee has accomplished a lot since its inception, but things have changed and there is so much more to do. It's unclear what the committee's current role is. It's time to create a new version of DEI. <p>Klaudia, Felicia, Kevin, and Fernando volunteered to help Casey reexamine the committee's membership and structure.</p> <p>The collegewide DEI strategic priority group was led by Caleb; they are no longer fulfilling this role. The group reports to the president and Board of Education monthly. Casey is reaching out to people in the hope that they will be interested in working on this group. The group cannot rely on one person to move this work forward.</p>	
<p>5. Proposed Adjustments to DEI Strategic Priority Indicators</p>	<ul style="list-style-type: none"> • The committee members are asked to share their thoughts on proposed adjustments to the DEI strategic Priority Indicators <p>Background: Casey and Caleb (prior to their departure) had concerns about some of the DEI strategic priority indicators; they were very broad and some were outside the control of the DEI Strategic Priority Implementation Work Group. Proposed adjustments would narrow the focus of the indicators and make them more specific to the work group.</p> <p>Prior to the meeting, Casey emailed a form to committee members seeking feedback on the proposed changes to the actions and indicators associated with the collegewide DEI strategic plan. Only two committee members responded. Casey postponed this agenda item until more committee members have time to complete the form. The committee will re-visit this item at a future meeting.</p>	<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input type="checkbox"/> Information
<p>6. Final Thoughts</p>		<input checked="" type="checkbox"/> Discussion <input type="checkbox"/> Decision <input type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Information