



Diversity Equity & Inclusion Committee Minutes

9/1/20 12:50pm-1:50pm

Zoom

***Present:** Bernice Delgado (recorder), Brady Kerr, Dr. Greg Ferrer, Toren Wallace, Dr. Dominique Hitchcock, Anita Bailey, Azadeh Iglesias, Araceli Covarrubias, Eric Betancourt, Arielle Benas, Anisha Salhotra*

***Guest:** Dr. Gustavo Ocegüera, Daniel Grajeda, Ulani Murray, Michael Jimenez, Ruben Aguilar, Norma Hernandez, Stephanie Olguin, Crystal Gitonga, Daniel Turrubiarres*

- **Meeting called to order: 12:52pm**
- **Welcome and check-in (Introductions)**
- **Approval of June 2nd minutes:** Committee reviewed minutes, motion to approve by Greg Ferrer & Eric Betancourt
- **Review Committee Objectives/Membership:**
 - Committee reviewed objectives and questioned one of the bullets, “Develop & Monitor College Strategic Plans for Diversity Equity & Inclusion”. The conversation came up about re-wording this objective as this committee doesn’t Develop and Monitor in this regard.
 - Dr. Hitchcock recommended changing to “Supporting”, Dr. Ferrer agreed moving away from the assessment component since we don’t develop and assess.
 - Anita- Connect with other programs on campus that are focusing on diversity and equity so that we are more intentional. Perhaps adding a bullet point specific to being a voice to students that may be experiencing any injustice.
 - Contributing may be a better word, partnering with students to help support those areas.
 - Support & Advocate could replace Develop & Monitor; committee will vote at the October meeting.
 - Dr. Ferrer- How can we connect with the Racial Justice Taskforce? Perhaps a joint meeting at some point to not duplicate efforts. Dr. Hitchcock is a lead for one of the sub groups whom are focusing on lifting black voices, establishing a grievance process, and assessing climate at NC. Invited members to attend RJT on Fridays. At some point we can align to support each other.
 - Bernice- Perhaps modify bullet point #3 or #1 to include student presence.
 - Dr. Ocegüera- RJT is primarily focused on race and the outline can possibly be passed to DE&I. The taskforce is meant to identify and assess what needs to get done and eventually can be passed to other committees on campus.
 - Membership- Classified interested in joining email Classified Senate, Faculty email department chair and approval takes place with Academic Senate.
- **Fall & Spring Brainstorming:**

- What events do we want to prioritize in this online environment? Committee reviewed ideas from June meeting.
- Opportunities for webinars/trainings, coping with Covid & race issues, talk about equality, establish positive environment for employees, collaborate with clubs and programs. DE&I hosted a student panel in June, five students were present and shared some feedback on how we can best support students during this time. Main idea was to possibly join the Discussion Club and discuss hot topics such as police brutality, dealing with Covid, and race via pod casts.
- Anisha mentioned that the ASNC President met with Dr. Green to possibly have student panels during this time. Possibly pair with them to make this happen. Possible Google Doc to connect with multiple programs on campus. Leaders of each program can recommend a student speaker to talk about their experiences on campus. Recommends Kahoot to talk about culture.
- Possibly connect efforts with our sister colleges to collaborate.
- Michael shared that later in the fall semester Umoja is thinking of passing out additional supplies for students in Umoja.
- Microaggression trainings being promoted by our committee for staff, administrators, and faculty. Teaching Men of Color is also being offered by Dr. Ocegüera's area of professional development.
- Norma recommended a short film or documentary and have break out discussions. Invite folks to start a conversation, many will come for free to speak.
- Bernice sent invite to Committee to attend an Equity Webinar in September.
- **Budget Update:** ASNC has approved \$3,200 for this committee for FY 20-21.
- **Standing Meetings for 20-21:** Meetings will remain on first Tuesday of the month, college hour. Committee agreed this time worked for this fiscal year.

- **Other**

Adjourned: 1:52pm

Next Meeting: 10/6/20

Statement of Purpose

The Diversity, Equity & Inclusion Committee is focused on advocating for people from all cultures, backgrounds, and experiences for the enrichment of our Norco College community.