



Diversity Equity & Inclusion Committee Minutes

3/3/20 12:50pm-1:50pm

IT 111

***Present:** Bernice Delgado (recorder), Brady Kerr, Gustavo Oceguera, Ammanda Moore, Anita Bailey, Greg Ferrer, Abraham Malgarejo, Ana Hernandez, Toren Wallace, Eli McClinton, Darrell Wilkins, Parissa Clark, Anthony Becerra,*

***Guest:** Estrella Romero, Sandra Popiden, Ashley Silva, Elijah Graves, Jenny Giacomelli*

- **Meeting called to order: 12:54pm**
- **Welcome and roundtable introductions for Accreditation members.**
- **Approval of December 3rd minutes:** Committee reviewed minutes, motion to approve by Brady, second by Anita with 2 abstentions.
- **2019-2022 Student Equity Plan Discussion**
 - Dr. Oceguera gave background on the past and present role of DE&I Committee. The question is where does Equity live? Equity lives everywhere on campus, with faculty, professional development, guided pathways, students, and program collaboration. Our committee celebrates/educates on diversity issues. In the past the Student Success Committee oversaw the Equity Plan. We currently have a Guided Pathways work group. Perhaps it would make sense to have this group oversee the plan, in order to address all metrics of the plan. Our committee's role is to recognize, celebrate, and bring awareness regarding Equity.
 - Our goal is to report our recommendation to ISPC to have the current Guided Pathways work group oversee the Equity Plan.
 - Guided Pathways members were selected and taken to Guided Pathways Institutes and trainings. In the future, additional constituents may join this work group.
 - Is the Integrated Plan and SEA Plan the same? (Integrated Plan included basic skills and now it's AB705) We don't have a SEA Plan but it's in the works with the Chancellors office. We should have a Student Success Committee in place, Guided Pathways can potentially become this Committee.
 - Ammanda- Who records what activities are being accomplished? Guided Pathways is currently mapping out activities and a timeline. Multiple departments/programs are completing activities. Math and English in the first year- Faculty provided some ideas. Committee reviewed an example of the activities focusing on Access/Retention.
 - Eli- Campus Climate Survey status? Is there a better way to get student feedback? Dr. Oceguera will meet with Dr. Aycock regarding two optional surveys that will take place this term.
 - Abraham- Cengage has been a concern to many students, having to pay and do homework has been inequitable for students to access and not drop their classes due to extra fees. Expressing that to professors would be great. Sandra mentioned

that Faculty are basing it on CUE's recommendations and data to see how to help all students and prepare them for success.

- Communities of Practice will have a one-day workshop on April 25th for faculty, this can be addressed there.
- Sandra- Some campuses are buying institution subscription for e-books to provide to students.
- Jeannie- Pearson could be another option.
- Greg- we should have a representative from this Committee to support student concerns if presenting to Academic Senate. ASNC is putting together information to present. Perhaps a sub-committee to talk about these equity issues.
- Dr. Ocegüera will bring this back to Guided Pathways.

• 19-20 Spring Events

- Black History Month 2/20/20 (debrief):
- Theatrical Performance, Ain't I a Woman was a success. Audience was engaged and performers were able to act historic figures from the past. Some performances were quite powerful and emotional. The Pianist did a great job and actress was amazing. Students had several questions at the end and were able to engage in a Q&A.
- Carousel of Historical Figures- There were several events happening at college hour but setting up in the upper lounge helped with attendance.
- Movie Night- Umoja students hosted a movie night and watched *The Butler*.
- Women in STEM Conference 3/13/20: There are over 100 participants registered. Keynote speaker is Jessica Chu with a background in Aerospace. Is flex approved? There will be a form submitted for flex.
- LGBTQ Pride Month- May: Looking for additional sub-committee members.
- Formerly GSA, now PRISM student club would like to see a drag show take place during the month of May. Ammanda has been in contact with 3-4 performers.
- Read to Succeed author for spring is Cleve Jones.
- Sandra- Can we make sure to add resources/support links on our LGBTQ website pages.

• Budget Update

- Committee reviewed budget report for this fiscal year.

• Other

- A sub-committee will meet to help put together a calendar of rotational events. The goal is to have an event plan for a 2-year rotation.
- Shirts are on hold for now.
- Anthony – Perhaps the committee would like to purchase promotional items for future events.

Adjourned: 1:55pm

Next Meeting: 04/07/20 12:50pm-1:50pm

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.