



## **Diversity Equity & Inclusion Committee Minutes**

**10/1/19 12:50pm-1:50pm**

**CSS 217**

***Present:** Bernice Delgado (recorder), Gustavo Ocegüera, Brady Kerr, Ammanda Moore, Anthony Becerra, Anita Bailey, Dominique Hitchcock, Eric Betancourt, Greg Ferrer, Parissa Clark, Toren Wallace, Jesus Reyes, Eli McClinton, Sabrina Sepulveda, Amy Kramer, Fred Ekuban, Ana Hernandez, Abraham Malgarejo, Megan Lindeman, Darrell Wilkins*

- **Meeting called to order: 12:55pm**
- **Welcome -Around the Table Introductions**
  
- **Approval of 19-20 Membership:** Current membership consist of two Umoja students, two ASNC students, eight faculty, two administrators, and seven classified members. Motion by Dominique, second by Eric, committee approved members.
- **Approval of 9/3/19 Minutes:** Committee reviewed, motioned by Ammanda Moore and second by Eli McClinton. Minutes approved as submitted.
  
- **Informational:**
  - Megan Lindeman brought information about the Equity Workshops taking place for faculty members in October & November. Flyer was presented “Equity Minded Community of Practice.” Workshop planning has been done by Jessica Dobson and Dan Reade along with attendees of the USC Equity Institute that took place in Spring 2019. TLC Committee has also attended various Equity Institutes and is also focusing on Equity issues in the classroom. A possible future academy is being proposed for new faculty or part time faculty to attend.
  
- **19-20 Event Planning**
  - Oct 3<sup>rd</sup>- Know Your Rights Campaign- Dr. Ocegüera has scheduled Lorraine Jones, District Compliance Officer for the first workshop. Umoja & Puente will attend in place of their scheduled meeting times. The goal is to clarify the process to file a complaint, provide resources and links for students to have. We can promote the workshops for the remainder of Fall semester and offer various times/dates. Anita will work on a survey to provide after the first workshop.
  - November: Human Rights- Speaker will be Benjamin Wood. First session will be on Nov 7<sup>th</sup> during college hour (Individual Rights in the era of Police Brutality) and he will return on Nov 13<sup>th</sup> from 5pm-6pm. (Worker/Tenant Rights).
  - Veterans Concert: Eric stated that there is a possibility of a Veterans Concert this year. He will get back to the committee about possible dates. Support from this committee would be appreciated, committee spoke about the importance of giving back to the community.

- **Spring Events & Collaboration:**

- Hispanic Heritage Month: Puente may be planning an event for Cinco De Mayo.
- Oct 15<sup>th</sup>, Abraham Malgarejo is presenting a Hispanic Discussion Workshop during college hour. Flyer will be sent to committee to distribute to students.
- Black History Month: Co-sponsor with Umoja Program. Eli mentioned Umoja is planning to possibly bring a musician or a pro football player who does public speaking. There is also the possibility of bringing African dancers to campus. More information will be presented at the next meeting.
- March Women's Month- Torren gave an update about the Women in STEM Conference which will be a co-sponsored event with STEM, Engineering Pathways. Patricia Gill is securing presenters/speakers. Possible Engineer, Astronaut, or Nasa Employee that works with satellites.
- May- LGBTQ: Ammanda mentioned that GSA Club wishes to do a drag show on campus. Brady gave recommendations and ideas of possible events.
- GSA Leadership is interested in an ALLY end of year Banquet. Dr. Ocegüera mentioned that ASNC may be the area to bring this up since there are requests of a possible transfer banquet as well. Anthony Becerra recommended the committee to look at Rio Hondo College to look at their calendar of end of year celebrations and how they celebrate multiple programs.
- Foster Youth Awareness Month in May- Amy Kramer is willing to bring information for possible collaboration.

- **Other:**

- Dr. Ocegüera met with Dr. Green about additional funding for this Committee. We need a program review request and an annual plan developed by the committee with a dollar amount listed for each event. A half-day retreat in fall is needed to develop a budget/plan for FY 20-21. Spring 2020 activities will be funded by our set allocation from ASNC & Equity funds.
- Ammanda- Should we continue with the idea of annual events. We will discuss this during our December retreat.
- Possible retreat time, 1pm-5pm, date will be selected at the next meeting.

Adjourned: 1:52pm

Next Meeting: 11/05/19

***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.

Norco College

# EQUITY- MINDED COMMUNITY OF PRACTICE

FALL 2019 UPCOMING WORKSHOPS  
DURING COLLEGE HOUR (12:50PM-1:50PM)

- WORKSHOP 1 (10/3/19) in IT 211:  
Presenting the Idea of Hidden  
Values (aka uncovering the  
unwritten rules of Academia in  
your classroom)
- WORKSHOP 2 (10/31/19) in IT 211:  
School-based breakout sessions  
with worksheet
- WORKSHOP 3 (11/7/19) in IT 202 :  
Regroup and share worksheet

Want more info? Contact:

[jessica.dobson@norcocollege.edu](mailto:jessica.dobson@norcocollege.edu)

[dan.reade@norcocollege.edu](mailto:dan.reade@norcocollege.edu)

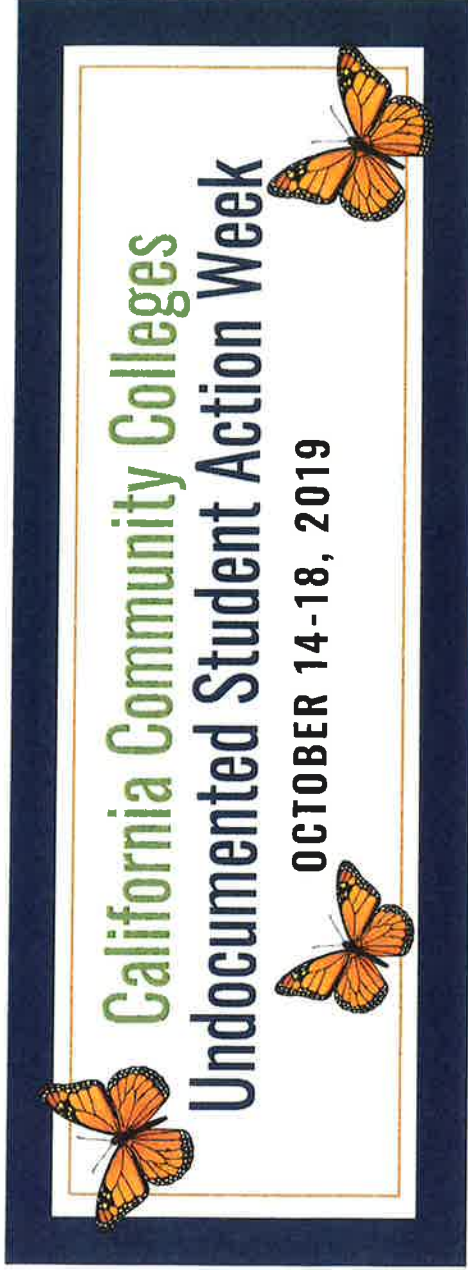


What is the Equity-Minded Community of Practice you ask?

**First, we are a community. This means we are supportive and kind, allowing each other the opportunity to be vulnerable so that we can learn and grow. We offer constructive corrections in effort to balance personal perspective and minimize bias.**

**Second, we are educators. This means that we believe in education as a tool for social justice and liberation. Therefore, we are also reflective of those practices that may create barriers for our students.**

**This community of practice has been started by a small group that attended the Center of Urban Education Equity Institute through USC . However, please be aware that by participating and joining this community of practice, you are now a member of our growing community. Feel free to be as active as you would like in growing and sharing equity-minded knowledge/practices.**



## Suggested Framework of Student and College Activities for Undocumented Student Action Week: October 14-18, 2019

Serving the largest number of undocumented students in the state, California Community Colleges are committed to serving all students, regardless of immigration status. **Undocumented Student Action Week, October 14-18, 2019**, is a systemwide campaign to advocate and provide support resources for our undocumented student population. During the week, California's community colleges are encouraged to engage in advocacy and support efforts in solidarity with undocumented students throughout the state.

Undocumented Student Action Week is supported statewide by the California Community Colleges Chancellor's Office, the Community College League of California, the Foundation for California Community Colleges, Immigrants Rising, and the Student Senate for California Community Colleges.

Below is a framework of suggested activities to assist your college in planning your own action week. We encourage you to incorporate some of these suggestions into your efforts. Students, faculty, staff and college leaders can all participate in action week activities to advocate for and support undocumented students.

In addition, materials and resources will be provided in an online toolkit. The toolkit will be available here as the week approaches: [www.ccleague.org/supporting-undocumented-students](http://www.ccleague.org/supporting-undocumented-students)





## Suggested Activities to Support Undocumented Students

	Monday	Tuesday	Wednesday	Thursday	Friday
<b>Daily Activities for Support</b>	<p><b>Educational Access</b></p> <p><u>Educator Webinar</u> Demystifying Dream Resource Centers: Building Campuswide Support</p> <p><u>Student Webinar</u> Paying for College: Financial Aid &amp; Scholarships</p> <p>Host a Dream Act application or scholarship drive to help students to fund their education.</p> <p>Host UndocuAlly educator trainings.</p>	<p><b>Legal Rights</b></p> <p><u>Educator Webinar</u> Student Data: Legal Responsibilities &amp; Connecting Students To Resources</p> <p><u>Student Webinar</u> Accessing Reputable Legal Support</p> <p>Host Know Your Rights and/or Deportation Defense trainings.</p> <p>Host an immigration clinic or a resource fair to share community legal resources.</p>	<p><b>Entrepreneurship</b></p> <p><u>Educator Webinar</u> Pursuing Sustainable Funding for Undocumented Student Programming</p> <p><u>Student Webinar</u> The UndocuHustle: Building Something Out of Nothing</p> <p>Invite local undocumented entrepreneurs to speak to the college community about their businesses.</p>	<p><b>Mental and Emotional Wellness</b></p> <p><u>Educator Webinar</u> Creating Safe Spaces on Campus: UndocuTalks Toolkit</p> <p><u>Student Webinar</u> Demystifying Fear &amp; Building Resilience</p> <p>Host healing circles to promote mental wellness and build community.</p> <p>Provide professional development for mental health counselors on effectively supporting undocumented students.</p> <p>Colleges can coordinate resource fairs to share campus and community mental health resources.</p>	<p><b>Art as Activism</b></p> <p><u>Educator Webinar</u> Increasing Support for Undocumented Students at the CCCs Training Module</p> <p><u>Student Webinar</u> Art as Healing</p> <p>Students can hold undocumented writing circles and spoken word events.</p> <p>Educators can print and display signs showing their support of undocumented students.</p>
<b>Week Long Activities</b>	<p><b>Coordinate a Webinar Viewing Party.</b> Immigrants Rising and the Foundation for California Community Colleges will host daily webinars for both educators and students. Educator-focused webinars will be held 11:00 a.m. – 12:00 p.m. daily, and student-focused webinars will be held 2:00 p.m. – 3:00 p.m. daily. Webinar topics are listed above. More details to follow.</p>				