



Diversity Equity & Inclusion Committee Minutes

12/3/19 12:50pm-1:50pm

CSS 217

Present: Brady Kerr, Gustavo Ocegüera, Bernice Delgado, Abraham Malgarejo, Ammanda Moore, Ana Hernandez, Anita Bailey, Araceli Covarrubias, Azadeh Iglesias, Darrell Wilkins, Desiree Rivera, Dominique Hitchcock, Eli McClinton, Patricia Gill, Parissa Clark, Visitors: Leona Crawford, Eric Felix

- **Meeting called to order: 12:52pm**
- **Approval of 11-5-19 minutes-** Motion to approve minutes by Brady Kerr and Dr. Ocegüera.
- **Informational-** Around the table introductions to welcome visitor, Dr. Eric Felix from USC Center for Urban Education, Student Equity Project.
- **2019-2020 Events**
 - **Nov 7th & 13th Human Rights** – (debrief)
 - Speaker from the Pomona Economic Opportunity Center presented an engaging workshop on police brutality. There were many events happening on campus on the 7th, we need to collaborate to better schedule events during college hour. Worker/Tenant rights workshop 11/13/19- Ammanda brought her class, and a few staff members attended. Presenter gave information on immigration rights and police brutality. Students would like to see additional future workshops regarding immigration rights and police brutality.
 - Bernice will report at the next admin meeting to come up with a solution to college hour events being scheduled at the same time. It would be nice to have a college hour once a month for student engagement. Dates for spring will be discussed at our retreat to offer more workshops on “know your rights.”
- **Umoja- Black History Month**
 - Umoja event- ASNC funds were approved in the amount of \$700.00. Dates will be brought back to the next committee meeting since Ain’t I a Woman is available on certain dates in February. Committee approved \$1,400 for the Ain’t I a Woman performance, remaining \$1,400 will be divided by Umoja and ASNC.
- **March 2020- Women’s Month-** Celebrating Women in STEM Conference. Plans are being finalized and a proposed budget will be brought up during our December retreat.
- **2019-2022 Student Equity Plan-**
 - Committee members received a link to the 2019-2022 Student Equity Plan. Committee reviewed plan prior to the December 3rd meeting. Dr. Ocegüera mentioned that the Facilities Master Plan and Educational Master Plan rolled out at the same time as the Student Equity Plan. A work group was in place to assist with writing the Student Equity Plan and it was approved in fall semester. The plan is a living document and will have continuous changes due to data, relevance, focus groups, and student input. Many questions are directed by the state Chancellors office but information can be added as we see fit. Committee

members were asked the following questions. Should our committee oversee this plan? Where should the plan live?

- Ammanda- How are we tracking campus climate surveys for students and staff? How is the college reporting issues/complaints? Dr. Ocegüera mentioned that Institutional Research is working on future climate surveys.
- Specific targeted surveys are important such as google forms and paper surveys. A possible option is having mandatory surveys during class or perhaps surveys on campus.
- Araceli: The Student Equity Plan has more activities based on transfer, recommends adding CTE and certificate completion initiatives.
- Recruiting faculty of color and metrics to retain faculty of color. Pari would like to see more efforts on hiring and diversifying faculty of color at Norco. Many of these conversations are taking place with the Chancellors office.
- Perhaps a sub-committee for equity trainings and sub-committees to focus on different activities listed on the plan.
- Bernice spoke about the possibility of having a different group, such as a work group to oversee the Equity Plan. We would need multiple people at the table to focus on specific activities listed on the plan.
- Leona spoke about shared governance and the upcoming possible re-structure. This body has great opportunity to create best practices for all committees to follow. It would be nice to have committees follow collegial norms on how we interact with one another.
- Best practices to be setup by our committee and presented to ISPC. We all need to be authentic with everything we are doing on each committee. What are other campuses doing? Highlighting and recognizing the actions of others is a great way to set a positive environment.
- What makes you feel engaged and connected? Eli from Umoja relates to professionals who look like him. It's very powerful to have leaders who look like you. He mentioned the importance of relating as a human being with students, not just teaching. Sharing similar background experiences with students also have an impact.

• **Other**

- Darrell- Committee members should have a commitment and prioritize this committee. Members needs to be diligent and we need to have faculty present who want change.
- Committee Retreat, December 13th, 2pm-5pm. Task is to come up with an annual plan and calendar that has events and funding needs.

Adjourned: 1:53pm

Next Meeting: 3/2/20

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.