



## Diversity Equity & Inclusion Committee Minutes

6/2/20 12:50pm-1:50pm

Zoom

*Present: Bernice Delgado (recorder), Brady Kerr, Gustavo Ocegueda, Greg Ferrer, Anthony Becerra, Anita Bailey, Ammanda Moore, Azadeh Iglesias, Araceli Covarrubias, Eric Betancourt, Patricia Gill,*

*Guest: Kevin Fleming, Harmonie Kim*

- **Meeting called to order: 12:54pm**
- **Welcome and check-in**
- **Approval of March 3<sup>rd</sup> minutes:** Committee reviewed minutes, motion to approve by Anita, second by Brady.
- **Spring Survey of Effectiveness:** Bernice reviewed the survey results with committee. Spoke about a possible two-year rotation of events. Araceli mentioned ensuring more student representation for better feedback.
- **Strategic Planning Structure:** Dr. Ocegueda mentioned that the Student Equity Plan will not be overseen by this committee. The college will have a revised Strategic Planning & Governance Manual, this is a good time for committees to look at their mission, principles, and chart. Dr. Fleming mentioned that the hope behind the manual is to clarify roles and to ensure clear governance structure that aligns with the Education Master Plan. Draft of plan is visible now and feedback is available through October for revisions. Final draft will be sent for approval in December 2020. A charter will be filled out for each committee to help clarify the purpose and roles/expectations. Manual will have EMP objectives that are assigned to committees/councils to take charge in completing the work. Dr. Ferrer mentioned that Guided Principles and Charge may be confusing, recommends to break the two up.
- Bernice will send a calendar invite to those who wish to participate in filling out a draft of the charter. Patricia and Araceli volunteered along with tri-chairs.
- **LGBTQ+ Advocates Committee:**
  - Brady shared new logo and mission statement. This committee can collaborate with DE&I and Unity Zone. Students will also be a part of this committee, meetings will begin in Fall.
- **Fall 2020 Brainstorming:**
  - Opportunity for webinar trainings, possible panels with various student groups.
  - Coping with COVID & race issues.
  - As a committee we are responsible to talk about equality.
  - How do our students feel on our campus? It's important to focus on our campus/area.
  - It's important to establish a positive environment for all employees.

- Possible slogan, “We are not Color Blind”
- Importance of having a facilitator/moderator who can have honest and difficult conversations.
- Collaborating with student clubs and other programs.
- Possible student short clips- similar to a commercial to advertise listening sessions.

- **Other**

- Possible summer planning meeting on 6/15/20
- Members bring a student to summer planning meeting to listen to their needs

Adjourned: 1:55pm

Next Meeting: 6/15/20 (planning meeting)

***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.