



Diversity Equity & Inclusion Committee Minutes

10/6/20 12:50pm-1:50pm

Zoom

Present: Bernice Delgado (recorder), Brady Kerr, Dr. Greg Ferrer, Dr. Dominique Hitchcock, Ammanda Moore, Araceli Covarrubias, Azadeh Iglesias,

Guest: Ulani Murray, Daniel Turrubiarres

- **Meeting called to order: 12:53pm**
- **Welcome and check-in**

- **Approval of September 1st minutes:** Will approve at next meeting due to quorum.
- **Review Committee Objectives:**
 - It's important to solidify our objectives so that we can fill out our committee charter
 - Committee reviewed objectives; to replace verbiage on bullet #8 (develop and monitor with support and advocate.)
 - Dominique- Are we assessing surveys for the campus climate? If not, we may want to remove from objectives. There are different efforts/groups focusing on Diversity efforts. An objective focused on collaborating would make sense, perhaps add *Collaborate on College & District Equity efforts*.
 - Replace *Advise the President's office* with *Advise the Student Support Council* on objective #6.
 - *Inform the public* on objective #4, perhaps replace or eliminate since we are not working with the community outside of our college.
 - Will send revised objectives to the committee and plan is to vote during the November meeting.
- **Strategic Planning & Governance Manual**
 - Tri-Chairs met with Dr. Fleming about Governance Manual draft. Discussed our committee role
 - Fourth column on Governance Manual will be removed on final draft, this was a starting point for the draft
 - Manual is a draft so recommendations are welcomed
- **LATINX Heritage Month**
 - Quick planning took place to celebrate Hispanic Heritage Month
 - Tues Sept 29th, collaboration with RCC, *What is the Nuevo Hombre Conversation*
 - Oct 7th, LATINX Panel with our employees & students
 - Oct 9th, Latin Cooking Lesson with Chef Antonio
- **Future Events:**
 - We can challenge ourselves to put on more events due to the online environment

- Black History Month in February, possibly into March due to beginning of Spring; collaborate and communicate with Umoja
- LGBTQ in April-May
- Perhaps recording events for those who can't make it via zoom
- A voting event in October would be great before the election to encourage students to vote. Perhaps a POL faculty member can help lead? Dominique will reach out to Dr. Sandra Popiden & a speaker on raising community awareness. Possible date could be the week of Oct 26th, Dominique will reach out to check availability.
- Ulani- November would be nice to host a motivation event to help students pass their classes, something to keep students motivated. Perhaps a Student Success Seminar. (Connect it with our objectives on inclusion) Recommends sending questions to students to see what the need is and what students need help with.
- It's important to ask questions to see what students need and the challenges they are facing
- Racial Taskforce recently sent a survey to black & African American students to help assess how students feel on campus. A climate survey will also begin in October for all students
- Perhaps collaborate with Read to Succeed, fall speaker is Cleve Jones, *When we Rise*
- March- International Women's Month

• **Other**

- Will present a draft copy of our Committee Charter and will share it before our next meeting.

Adjourned: 1:54pm

Next Meeting: 11/3/20

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.