



Co-Leads

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Diversity, Equity and Inclusion Task Force Highlights Friday, December 11, 2020

The meeting opened with a fun all-group interactive gratitude activity. Colorful gratitude categories, such as family, students, safe, joy, and employed, were displayed. Using the Zoom stamp feature, all Task Force members were invited to begin stamping the categories most meaningful to them. It was heartwarming to observe the engagement from everyone.

Next, members disbursed into the same three breakout groups as the last meeting where they continued the gap analysis discussions involving reviews of all the College's policies and procedures. Recall from the previous meeting that Task Force members had each been assigned 7-9 of the College's policies and procedures to review independently and note their observations on the shared Google spreadsheet. Observations have been based on four key considerations for each policy and procedure:

1. Have any potential gaps been identified within the policy language?
2. Is there currently a related practice in place at the College?
3. What are some suggested recommendations to reduce (or remove) the potential gaps identified?
4. What pro-active next steps are being suggested to bring the policy in alignment with the DEI charge?

Just prior to the members being dispersed into their groups, the co-leads stressed the importance of ensuring that the discussions were thorough and unhurried. With this in mind, it is expected that this phase of Citrus College Charge will carry over to the spring 2021.

The three groups spent about 90 minutes in the group discussion and made significant headway in reviewing the BPs and APs, given each group has about 70-80 pairs of BPs and APs to review. In conclusion of the day's meeting, members reassembled into the main meeting room following the group work session. Dr. Perri expressed a special thanks to all the task force members for their dedication to the work of the DEI Task Force; she also commended the DEI co-leads for their hard work, time, leadership and commitment to advancing diversity, equity and inclusion.

Future meetings:

March 12, 2021	10:00 am – 12:00 pm
April 9, 2021	10:00 am – 12:00 pm
May 14, 2021	10:00 am – 12:00 pm
June 11, 2021	10:00 am – 12:00 pm