



Co-Leads

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Diversity, Equity and Inclusion Task Force Meeting Highlights Friday, April 9, 2021

The meeting opened with brief greetings from the co-chairs. The meeting ground rules on the agenda were displayed briefly on the zoom shared screen to allow members an opportunity to review them. The main task at this meeting was to continue the BP/AP gap analysis work from within the three groups.

Next, members went into their three breakout groups where they continued the gap analysis discussions of all the College's policies and procedures. Upon finishing their assessment of the individual BP/APs, groups were asked to review the analysis notes and look for common themes that may emerge from the gap analysis.

In conclusion of the day's meeting, members reassembled into the main meeting room and were informed of the next steps: The DEI Task force co-leads will compile the themes into a document which will be brought back to the Task Force for review. The next two DEI Task Force meetings will be used to collectively focus on meta-themes that can be summarized into a final report and presented at the June 15, 2021 Board of Trustees meeting.

The co-leads and Dr. Perri expressed a special thanks to all the DEI Task Force members for their dedication to the work and commended the DEI co-leads for their hard work, time, leadership and commitment to advancing diversity, equity and inclusion.

Additional DEI Task Force Activities:

Since the March 12, 2021 DEI Task Force meeting, the three co-leads have conducted two gap analysis trainings using the DEI Toolkit questions in an effort to expand the practice collegewide. These two trainings were conducted at: 1) the March 26, 2021 Steering Committee meeting using the Technology Plan as an example. Additional shared governance major committees' chairs and co-chairs were invited to attend this meeting and were asked to conduct the same gap analysis by reviewing their pertinent plans/practices. A follow-up discussion will be held at the April 26, 2021 Steering Committee meeting; 2) the April 2, 2021 Management Team meeting with approximately

30 managers in attendance. The trainings have been well received and other committees have launched the practice. The DEI Task Force co-chairs allotted virtual “office hour” time on their calendars to make themselves available to answer questions. The hope is that the trainings will encourage a broader equity-minded approach to all college discussions as they relate to planning and decision-making. DEI Task Force members who are also members of these two groups were encouraged to support the trainings by being pro-active participants.

The DEI Task Force co-chairs are working on DEI definitions and broader terminology to propose to the Task Force members and be posted on the DEI webpage.

Future meetings:

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