



Co-Leads

Dr. Dana Hester

Nickawanna Shaw

Dr. Lan Hao

Task Force Members

Matthew Berkley
Dr. Malaika Brown
Dr. Melissa Christian
Peter Cross
La Quirshia Fennell
Brenda Fink
Christina Garcia
Rosario Garcia

Patty Glover
Brandon Goodson-Ulloa
Shin Jung
Jennifer Munguia
Gino Munoz
Dr. Geraldine M. Perri
Michelle Ramirez
Austin Riggs

Dr. Elisabeth Ritacca
La'Kisha Simpson
Dr. Nicole Smith
Jeffrey Thompson
Dr. Maryann Tolano-Leveque
Briceyda Torres
Laura Villegas

Diversity, Equity and Inclusion Task Force Highlights Friday, March 12, 2021

The meeting opened with a review of the ground rules. Then, it was announced that gap analysis trainings using the DEI Toolkit questions are scheduled to be provided during a Steering Committee meeting and a Management Team meeting. The hope is that the benefits of these 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.

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 last fall 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?

The three groups spent about 90 minutes in their breakout rooms and made good headway with the continued review the BPs and APs assigned to their members. However, additional work remains. Therefore, this gap analysis process will continue at the April 9, 2021 meeting.

In conclusion of the day's meeting, members reassembled into the main meeting room. 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:

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