



District Services
Diversity, Equity & Inclusion Committee

Tuesday, March 8, 2016
Meeting Notes

Members Present	
Chair: John Valencia	X
Members:	
Dawn Heuft	x
Nicole Conklin	
Laurie Lovell	x
Anne Krueger	x
Sue Rearic	
Chris Tarman	
Christine Yoshioka	x
Janet Snelling	x

Recorder: Sue Rearic

1. Welcome

2. Update from DEI Council

Summit

- a. The summit will be April 20th Cuyamaca Student Center 8-2pm and is open for everyone to attend.
- b. Each committee has been asked to speak so the DEI committee will have to create something.
- c. Guest speaker will speak for about 2 hours.
- d. At lunch there will be a student at each table to speak to regarding diversity questions.
- e. Afterward you will write a letter to yourself about how the district is doing with diversity and in a year it will be sent back to you to compare.
- f. The event will end with a powerful student speaker.

DEI Committee Goals will need to be discussed and the role of the committee. A useful thing happening is the sharing of information. It is not wanted to have to scrape to come up with things to do. The annual summit is used to unite all 3 sites and might be helpful. We do not want to duplicate efforts, what does that look like and how do we move forward. One suggested is this may get folded into an overarching Achieving the Dream.

- a. It was suggested to have one longer planning meeting for the entire year rather than the monthly meetings.

3. DEI Activities

- a. Civility event with the Chancellor to speak
 - i. Anne will discuss with the Chancellor in regards to a civility event.

- ii. All district employees are encouraged to attend. The information will need to be communicated to all supervisors in efforts to help staff get permission to attend.
 - iii. It was suggested to possibly schedule in the Fall on a Friday or schedule on a Thursday in the summer.
- b. Committee to send out an anonymous survey to staff asking what it is they would like to see happen on Survey Monkey. The theme will be “What their needs are”.
 - i. At the top the title will say “Did you know DEI meant.....”
 - ii. Add names of all committee members to the survey monkey.
 - iii. Possibly brand the DEI Committee to get the word out on what we do as a group and to acquire more representation.
 - iv. Put in an incentive for people to participate.
 - v. Have the survey completed and the results by the April meeting.
 - vi. Questions on the survey:
 - 1. Activities – lecture, webinar at desk, physical activity, etc.
 - 2. How can we better serve you as the DEI Committee?
 - 3. Have you attended a DEI workshop in the past and how likely are you to attend again? If you have not what prevented you from attending?
 - 4. What are the best day of the week and time for you’re to attend DEI activities?
 - 5. What would the content be that you would be interested in – inclusion, diversity, equity?
- c. Look into have having a speaker on the following topics: Micro aggression and/or introverted for the DEI Committee.
 - i. John to find out from Tim what the budget is for DEI Committee.

4. New Employee Inclusion

- a. Next new employee lunch is May 6th. Anne will have her game “Would you rather” ready for the lunch.

5. Items from the Floor

Next Meeting:

Tuesday, April 12th, 3:00 – 4:00 p.m.; District Office South conference room