

DEIAA Committee

MINUTES for: Thursday, January 15, 2026

12:30-2:00pm

Zoom

Members Present:	Esteban Ismael Alvarado, Dr. Shakerra Carter, Dr. Kelly Metz-Matthews, Stacy Surwilo, Megan Leppert, Anjali Patel, Dr. Marne Foster
Members not Present:	Dr. Franklin Garrett, Dr. Masahiro Omae
Guests:	Neill Kovrig, Ildifonso Carrillo, Karen Hamilton, Carla Grossini-Concha, Jesus Rivas, Nathan Klein, Janet Foster, Natalie Lindenberg, Stevan Dupus, Meagan Albrandt, Diana Vera-Alba, Fatima Mota, Jessica Luedtke, Margaret Braun, Lizbeth Alvarez
Recorder:	Prepared by: Anthony Ganio

AGENDA

1. Call to Order - 12:30 pm Meeting called to order by Chair Esteban Ismael Alvarado. Chair welcomed attendees to the first official DEIAA Committee meeting of 2026 and directed members/participants to post introductions for recorder purposes (name, pronouns, role/department, and a self-care reflection from break). Introductions were shared verbally and via chat (including Anjali Patel via chat). Lee Blackmore was noted as present but away from Zoom capabilities.

2. Review Agenda, Approval of Minutes

2.1 Approval of Agenda

CONCLUSION	Motion: Dr. Kelly Metz-Matthews Second: Meagan Albrandt Agenda Approved
-------------------	---

2.2 Approval of October 2025, Meeting Minutes

DISCUSSION	Motion: Megan Leppert Second: Dr. Kelly Metz-Matthews
CONCLUSION	October 2025 minutes approved.

2.3 Approval of November 2025, Meeting Minutes

DISCUSSION	Chair shared November minutes for review and requested corrections. Corrections noted: <ul style="list-style-type: none"> Megan Leppert added/confirmed as present for part of the meeting Stevan’s last name spelling corrected to “Dupus” Motion: Megan Leppert Second: Dr. Kelly Metz-Matthews
CONCLUSION	November 2025 minutes approved with noted corrections.

2.4 Discussion/Action: DEIAA Book Club Spring 2026 – Book Selection

DISCUSSION	Chair presented the proposed Spring 2026 DEIAA Book Club selection: Loretta Ross, <i>Calling In: How to Start Making Change with Those You’d Rather Cancel</i> . Chair shared rationale including alignment with Loretta Ross’s upcoming SDCCE visit and the accessibility of the text (288 pages). Dr. Carter voiced support, noting the book is a strong way to prepare for the upcoming speaker engagement. Carla Grossini-Concha shared additional context regarding district support for speaker initiatives and encouraged committee members to promote and attend the event. Chair announced tentative Book Club meeting dates: <ul style="list-style-type: none"> February 27, 2026 (Kickoff) March 18, 2026 (around Loretta Ross event) May 22, 2026 (final meeting)
CONCLUSION	Voting approvals were voiced by Dr. Kelly Metz-Matthews (approve) and Stacy Surwilo (approved). Chair confirmed majority approval and stated that promotional materials/flyers would be developed and shared for campus-wide outreach (including classified professionals).

3. Information/Discussion Item(s)	
3.1 Save the Date: Loretta Ross at SDCCE – March 18, 2026	
INFORMATION	<ul style="list-style-type: none"> Chair reiterated Loretta Ross will be at SDCCE on March 18, 2026. Specific time/location details were not yet confirmed and will be shared once available.
3.2 PRIE and DEIAA across SDCCE (Presentation/Dialogue)	
PRESENTATION	<p>Jesus Rivas (PRIE) shared a PRIE overview and introduced the goal of strengthening the connection between PRIE research/data products and Professional Development (PD), particularly through an IEPI-supported effort to better document and formalize research practices that support DEIAA outcomes.</p> <p>Key points shared:</p> <ul style="list-style-type: none"> PRIE organizes reporting around the student journey framework: Access, Retention, Success, Completion, Transition. PRIE conducts subgroup analyses across multiple variables (e.g., race/ethnicity, gender identity, age, sexual orientation, language preference, socioeconomic indicators, educational attainment) to identify disproportionate impact. PRIE described common questions received about “why” disaggregation and DI analysis are necessary and shared two primary responses: <ol style="list-style-type: none"> DEIAA as correcting historical/structural disparities DEIAA as a strategy for effectiveness (identity-aligned interventions improve outcomes) <p>Committee discussion included a suggestion from Chair to clarify the “effectiveness” framing by specifying “to what end,” and to more explicitly connect equity needs to campus/community geography (e.g., ECC, Mid-City, Chavez). A guest shared agreement emphasizing the importance of historical context in higher education.</p> <p>Jesus Rivas presented a data cycle/workflow concept emphasizing:</p> <ul style="list-style-type: none"> PRIE collects/reports data and identifies DI Practitioners provide context (“stories behind the numbers”) PRIE packages insights in decision-ready formats for stakeholders PD can help curate targeted resources/training aligned to identified gaps Follow-up review assesses whether outcomes improve over time <p>Jesus Rivas provided an example Equity Metrics Dashboard and explained its intended use (identifying recurring “red” indicators across years to guide prioritization). PRIE noted the importance of building trust with stakeholders who may not have time to navigate dashboards, while continuing to simplify tools for usability. Chair referenced comparable regional equity dashboard models and expressed interest in how the tool can support institutional redesign efforts.</p> <p>A link to PRIE dashboards/reports was shared in the chat (as referenced in the transcript).</p>
CONCLUSION	<ul style="list-style-type: none"> The Committee expressed appreciation for PRIE’s presentation and affirmed the approach as aligned with DEIAA-focused decision support.
3.3 Cultural Events Task Force Update – Potential Black Book List 2026	
INFORMATION	<ul style="list-style-type: none"> Chair referenced the 2023 Black Book List developed by the Student Equity Office (then Acting Dean Tavares Franklin) and proposed reviving the concept with an updated list for 2026. The Chair also referenced complementary efforts such as “Black Fact” knowledge sharing. Chair requested committee participation in curating and prioritizing titles for a 2026 list (and potentially deferring some selections to 2027). Members were invited to suggest titles via chat/email or join a brief follow-up meeting.

3.4 DQA Share-out – Drafting request for support for Venezuelan, immigrant, and LGBTQIA+ students	
DISCUSSION	<ul style="list-style-type: none"> Chair shared a District Queer Alliance (DQA) discussion regarding heightened concerns for immigrant students (including Venezuelan students) and LGBTQIA+ immigrant students, and the need to request additional district support (e.g., basic needs and mental health supports, peer support circles). Chair noted related concerns regarding Temporary Protected Status (TPS) timelines for Haitian community members. Janet Foster volunteered to assist. The chair noted at least one additional volunteer in chat and stated a follow-up email would be sent. Chair stated a goal of completing the draft by January 30, 2026, ahead of the next DQA meeting on February 2, 2026, with the option to work asynchronously via email.
3.5 Experiential approach to Know Your Rights - Uprise Theater	
INFORMATION	<ul style="list-style-type: none"> Chair introduced Uprise Theater as a potential partner for a role-play-based, experiential approach to Know Your Rights training—intended to help participants practice asserting rights under stress in realistic scenarios. Chair noted the value of existing Know Your Rights workshops for information-sharing and raised experiential practice as a possible next step. A brief comment connected role-playing to civil rights movement preparation and emphasized timeliness and community care.
CONCLUSION	<ul style="list-style-type: none"> Item to be continued at the next meeting with additional context.
3.6 December DEIAA Committee Special Session	
INFORMATION	<ul style="list-style-type: none"> The chair stated this item would be shared in more detail at the next meeting due to time.
4. Additional Information Items	
4.1 Dr. Martin Luther King Jr. Parade	
INFORMATION	<ul style="list-style-type: none"> Chair reminded attendees that the MLK Parade is on Sunday, January 18, 2026, with arrival time between 9:30–10:30 AM and referenced a district registration form.
4.2 Disability Aware Training	
INFORMATION	<ul style="list-style-type: none"> Chair promoted the upcoming training on Wednesday, January 21, 2026, 10:00 AM–1:00 PM, CCHAV Room 303, encouraging DEIAA members to attend.
4.3 Strategies for Successful Communication with English Language Learners	
INFORMATION	<ul style="list-style-type: none"> Chair promoted the session facilitated by Carol Basilio: 11:00 AM–12:00 PM, CCHAV Room 103, Flex #38586, encouraging participation across faculty, classified professionals, and counselors. <i>(Additional items listed on the agenda were not discussed due to time.)</i>
5. Review / Roundtable	
DISCUSSION	<ul style="list-style-type: none"> Not conducted due to time.
6. Adjournment Meeting adjourned at 2:02pm	
NEXT MEETING: Thursday, February 19, 2026, 12:30 PM Zoom	

Minutes Submitted By: Anthony Ganio

Minutes Approved: Approved (3/19/26)