



**Diversity, Equity, Inclusion, Antiracism, Accessibility (DEIAA) Committee**

**MINUTES for Thursday, March 20<sup>th</sup>, 2025**

12:30pm-2:00pm

Zoom

<b>Members Present:</b>	Esteban Ismael Alvarado, Megan Leppert, Patricia Lopez, Anjali Patel, Stacy Surwilo
<b>Members not Present:</b>	Dr. Shakerra Carter, Dr. Masahiro Omae, Dr. Franklin Garrett, Dr. Kelly Metz-Matthews
<b>Guests:</b>	Carol Basilio, Lauren Ramers, Carla Grossini-Concha, Jessica Luedtke, Zuri Williams, Lee Blackmore, Ildifonso Carrillo, Damella Abbott, Serpil Seyhan, Karen Hamilton, Helena Wei, Arch Sy, Donna Eckstein, Stevan Dupus, Sarah Boswell
<b>Recorder:</b>	Nashlee Solis

**AGENDA**

**1. Call to Order 12:30pm**

**2. Review Agenda, Approval of Minutes**

**2.1 Approval of Agenda**

<b>CONCLUSION</b>	<ul style="list-style-type: none"> <li>• First motion to approve by Megan Leppert.</li> <li>• Second motion to approve by Patty Lopez.</li> </ul>
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**2.2 Approval of January and February Minutes Meeting Minutes**

<b>CONCLUSION</b>	<ul style="list-style-type: none"> <li>• First motion to approve for January minutes by Patty Lopez.</li> <li>• Second motion to approve for January minutes by Carol Basilio.</li> <li>• First motion to approve for February minutes by Carol Basilio.</li> <li>• Second motion to approve for February minutes by Megan Leppert.</li> </ul>
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**3. Information/Discussion Item(s)**

**3.1 March Academic Senate meeting regarding recommendations to Chancellor Smith for SDCCD police taser acquisition**

<b>DISCUSSION</b>	<ul style="list-style-type: none"> <li>• At the district level, there is a Police Advisory Committee which includes Mesa, City, Miramar, and Continuing Education.</li> <li>• The committee shared information with the chief of police who also shares information with the committee and discussion and decisions are made regarding law enforcement and the district.</li> <li>• Over the last four (4) years, there have been conversations of campus police being provided tasers. There was \$70,000 worth of tasers that have been unused within this time.</li> <li>• City and Mesa College were opposed to campus police in possession of tasers which halted the implementation of the tasers.</li> <li>• Stacy was tasked with a subcommittee to review fifty (50) documents in relation to taser safety. The statistics were inconclusive.</li> <li>• Chancellor Smith asked the committee to have Academic Senate vocalize whether or not they were opposed to having tasers within the campus police department.</li> <li>• CE's Academic Senate meeting was on Tuesday, and shed light that as a body we are not unanimous.</li> <li>• Esteban's impression of being in attendance of the Academic Senate meeting, is the representative serving our community has a different opinion or perspective than what was expressed in the room.</li> </ul>
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- Damella expressed her concern of City College having the largest population of unstable individuals and questions what would be considered extreme circumstance for a student to be tased when campus police are already in possession of guns.
- Esteban highlights the importance of attending Academic Senate and voicing ones concerns and encourages folks to attend.
- Carla expressed that without the tasers, crime or incidents still occur. What will the introductions of the tasers improve? Is this a systemic issue that is need of resources rather than tasers?
- Ildifonso shared a personal experience where campus police were able to de-escalate a situation and believes this is the best course of action rather than the use of a taser. Instead of purchasing \$70,000 worth of tasers, the funds could have been used for proper training such as de-escalation.
- Esteban agrees that proper training in de-escalation is more in alignment with the safety, inclusion, and belonging that out college is trying to foster.
- Damella gave a reminder that the district implemented one officer per campus, but when an incident is occurring two officers must be present, which means the one officer is not able respond until the second officer arrives, which delays services. Damella gave an example of an incident that occurred at ECC last week that ended with the police officer in the emergency room. Therefore, the purpose of the taser was to slow down any attacks until the second car arrived.
- Carla noted that we are not being made aware of what is happening across our campus (in regards to the situation at ECC).
- Lauren shared that the University of San Diego, which she is both a student and a faculty staff member, shares all incidents, whether simple or serious, with both students and staff to be aware and take precautions. And rather than spending \$70,000 on taser, she would be in support of safety tools for self-protection such as a large whistle/alarm.
- Stacy shared that Academic Senate will be asking for campus incident reports to have a clear understanding of what is happening at the campuses. Also, campus police do have a backup police system already in place with the San Diego Police Department for situation that they are not able to de-escalate.
- The for-credit colleges are able to utilize an app for updates and notices from the campus police, however, because CE is classified as non-credit, we do not able to use the app in the same way as for credit colleges.
- Esteban believes we should be more informed before deciding whether or not to be opposed to campus police having tasers.
- Stacy is advocating for a DEIAA representative to be at the table for the next conversation.
- Megan shared her concern of the taser being used rather than de-escalation tactics, which can severely impact the student.
- Lee and Damalla also express concern over previous incidents that resulted in deaths due to an officer confusing their taser with their gun.
- Anjali feels that using a taser on a human is inhumane, and will not fix the systemic issue at hand.
- Damella shares her concern about side effects of being tased, such as an irregular heartbeat, and questions if the district has looked into the ramifications if someone were to die due to being tased, especially those with underlying conditions.
- Esteban will be contacting the Diversity Coordinator from City College to talk about their perspective.
- Esteban would like to create a quick task force to talk about the next meeting either next week or the week after spring break to have a clear idea of how to share our perspective with Chancellor Smith.

### 3.2 Safety, Inclusion, & Belonging (SIB) Task Force

INFORMATION	<ul style="list-style-type: none"> <li>• An email was sent earlier this week of the new Safety, Inclusion, &amp; Belonging task force that was developed by our President, Dr. King.</li> <li>• The DEIAA committee will be working closely with this task force to support the areas they need support on for the rest of this year and next year.</li> <li>• Some constituencies represented in the membership include Esteban Alvarado, Carla Grossini-Concha, and Maureen Rubalcaba, who will be devoting attention to making sure that we're supporting students who have been impacted by the executive orders and other changes to immigration policy.</li> <li>• On of the first actions this task force will be taking is creating a website specifically around immigration resources for students, families, and employees.</li> <li>• Jessica suggested bringing the topic of the tasers to this task force for a conversation and possible seat at the table for the next meeting.</li> <li>• A frequent asked questions section will also be created for the webpage.</li> </ul>
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**3.3 FAQ suggestions for SIB Task Force’s website**

DISCUSSION	<ul style="list-style-type: none"> <li>• Should we automatically tell our students “Don’t say anything?”.</li> <li>• Will this webpage be easily accessible for students to find, and won’t be hard for them to locate within the SDCCE webpage?</li> <li>• If I am detained, where can I find information for an immigration attorney?</li> <li>• What if my silence is considered to be threatening? What are my rights in that situation?</li> <li>• Damella shared that Chancellor Smith is working diligently on gathering phone numbers and emails for legal aid for those who are being wrongfully detained or deported. These contacts should be added to the webpage.</li> <li>• Sarah would like to incorporate what agencies are available and what they do on the webpage.</li> <li>• How do we deliver this information (text heavy content) that is actually accessible to students with different cultural contexts and sensitivities?</li> <li>• Students need counseling services, but Be Well is understaffed and the process of an instructor needing to set it up and approve it has had negative feedback from students.</li> <li>• How functional will this be for the students so that not everything falls onto the instructors?</li> <li>• What to know/do when a family member is detained by ICE?</li> <li>• What can you do to protect your children when you are detained?</li> <li>• Take into consideration that there could be resource overwhelm.</li> <li>• Utilize social media as an accessible method to reach students.</li> <li>• Be Well counselors are also not taking students one on one due to the face that the office walls at Mid-City are too thin and there is no confidentiality. Jessica suggested to inform the Dean at Mid-City.</li> <li>• Students are taking public transportation to other campuses because they are afraid they will get picked up by ice.</li> <li>• Anjali suggested a Be Ready Checklist of all the documents students need to have and actions they may need to take.</li> </ul>
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**3.4 DEIAA Committee Banner – Feedback for Proof #1**

DISCUSSION	<ul style="list-style-type: none"> <li>• Esteban showed the proof of the DEIAA Committee banner that was produced by the PIO office.</li> <li>• The intent of the banner is to promote diversity, equity, inclusion, antiracism, and accessibility, but to also promote the DEIAA committee while conveying a sense of belonging.</li> <li>• Damella does not like the color of the hands, and believes the hands do not look equitable.</li> <li>• Carla feels like the hands are reaching for some type of aid, and it doesn’t make her feel good.</li> <li>• Esteban would not like for the reaching hands to be interpreted as asking for a handout and being correlated with DEIAA in that way.</li> </ul>
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	<ul style="list-style-type: none"> <li>• If keeping the reaching hands, Lee suggest adding a caption of quote along the lines of “Reaching for Equity” or “Reaching for Justice”.</li> <li>• Jessica feels it’s constricting, crowded, and horror movieish.</li> <li>• Esteban asks those in the committee who may have some free time to find a stronger alternative in the free stock images.</li> </ul>
<b>3.5 Spring Diversity Book Club Meeting #1</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• Friday, March 21<sup>st</sup> @2:30pm-4pm - Please <a href="#">share the flyer</a> with folks before tomorrow.</li> <li>• 8 free copies of “There, There” by Tommy Orange books are still available.</li> <li>• Those who attend both meetings can receive 5 flex hours.</li> <li>• Please email Esteban if you would like to join.</li> </ul>
<b>3.6 Cultural Events Committee events: Women’s Panel</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• March 27<sup>th</sup> @11am-12:30pm at ECC Room 169.</li> <li>• Please attend and spread the word.</li> </ul>
<b>3.7 Classified Professional Equity Certification</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• Friday, April 18th 2pm-4pm at Cesar Chavez campus, room 101.</li> <li>• Please <a href="#">share the flyer</a> with classified colleagues who are interested in equity.</li> </ul>
<b>3.8 <a href="#">Undocumented Student Conference</a> at Mesa College</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• April 11th 8:30-1pm (free lunch with RSVP).</li> </ul>
<b>3.9 <a href="#">Know Your Rights Virtual Workshop</a></b>	
INFORMATION	<ul style="list-style-type: none"> <li>• March 20<sup>th</sup> 6pm-7pm (Spanish) and April 16<sup>th</sup> 6pm-7pm (English, Spanish, Haitian Creole).</li> </ul>
<b>3.10 <a href="#">Open for Antiracism (OFAR) program</a> – Antiracist pedagogy resources developed by CCOER and College of the Canyons</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• Moved to next meeting</li> </ul>
<b>3.11 NCORE 2024 Lee Blackmore’s Share out</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• Moved to next meeting</li> </ul>
<b>3.12 <a href="#">Chancellor Smith’s note</a> in response to the “Dear Colleague” Letter</b>	
INFORMATION	<ul style="list-style-type: none"> <li>• Our Chancellor has made it really clear on where we stand on the interpretation policy. However, this may be moot, depending on what happens with the US Department of Education.</li> </ul>
LITERATURE REVIEW	<p><a href="#">dotEDU Live: The Future of Campus Diversity and Student Support (Podcast)</a></p> <ul style="list-style-type: none"> <li>• This was a podcast shared through the members of JEDI (Justice, Equity, Diversity, and Inclusion) consortium.</li> </ul>
Action Item [who?]	<ul style="list-style-type: none"> <li>• Esteban will ask which other bodies have been consulted regarding the topic of tasers at the next academic meeting in April.</li> <li>• Esteban will gather information of Presidents Trumps executive order to abolish the educational department.</li> </ul>
<b>4. Adjournment Meeting adjourned at 3:00pm</b>	

NEXT MEETING:

Thursday, April 17<sup>th</sup>, 2025 – 12:30pm

Zoom

Minutes submitted by: Nashlee Solis

Minutes approved: 10/16/25