

DEIAA Committee

MINUTES for: Thursday, November 20th, 2025

12:30-2:00pm

Zoom

Members Present:	Esteban Ismael Alvarado, Dr. Shakerra Carter, Dr. Kelly Metz-Matthews, Dr. Marne Foster
Members not Present:	Dr. Franklin Garrett, Dr. Masahiro Omae, Megan Leppert, Stacy Surwilo, Anjali Patel
Guests:	Dulce Carolina Arroyo, Diana Vera-Alba, Carla Grossini-Concha, Damella Abbott, Fatima Mota, Ildifonso Carrillo, John Bromma, Dr. Minoo Pakgohar, Ivonne Aguila Achard, Julie Kim, Pedro Gomez, Stevan Dupas, Sany Ramirez
Recorder:	Prepared by: Anthony Ganio
AGENDA	
1. Call to Order - 12:30 pm Meeting called to order by Chair Esteban Ismael Alvarado. Members introduced themselves, sharing name, pronouns, role, and participating in an icebreaker focused on community-building (potluck traditions / holiday reflections). Attendance noted for recorder purposes; quorum was not met.	
2. Review Agenda, Approval of Minutes	
2.1 Approval of Agenda	
CONCLUSION	Agenda reviewed. No formal vote taken due to lack of quorum.
2.2 Approval of October 2025, Meeting Minutes	
DISCUSSION	Chair noted quorum was not met.
CONCLUSION	October minutes to be approved at a future meeting.
3. Information/Discussion Item(s)	
3.1 Share Out – SHIFT Training (Nov. 3 & Nov. 4)	
INFORMATION	<ul style="list-style-type: none"> Chair provided an overview of the SHIFT training experience and emphasized its value in advancing equity-minded practice. Training offered opportunities for perspective-taking, community-building, and applied equity work across roles and institutions. Resources from SHIFT were noted as available in the DEIAA Teams folder.
DISCUSSION	<ul style="list-style-type: none"> Members who attended shared reflections on the impact of the training and expressed interest in increasing participation. Committee discussed strategies for improving communication and outreach to encourage broader attendance at future SHIFT offerings.
3.2 Social Identities Workshop – Friday, Nov. 20, 12:30–2:00pm	
INFORMATION	<ul style="list-style-type: none"> Chair corrected the workshop time listed on the agenda. Workshop focuses on social identity theory, reflection on personal identities, and application to inclusive practice.
DISCUSSION	<ul style="list-style-type: none"> Members were encouraged to promote the workshop, particularly to adjunct faculty seeking Flex credit prior to semester deadlines.
3.3 Online Tim Wise Community Conversations – Thurs., Dec. 4, 2:30–4:00pm (Zoom)	
INFORMATION	<ul style="list-style-type: none"> Chair shared updates on recent in-person Tim Wise conversations and announced the upcoming online session. Recordings from convocation and prior sessions were noted as available.
3.4: New Tim Wise Community Conversations – Spring 2026	

INFORMATION	<ul style="list-style-type: none"> Additional online and in-person sessions are planned for Spring 2026.
DISCUSSION	<ul style="list-style-type: none"> Chair invited committee members to support Spring planning and facilitation. Clarification provided for newer members regarding the purpose and scope of Tim Wise conversations.
3.5: ESL LGBTQ+ Focus Group Update	
INFORMATION	<ul style="list-style-type: none"> Update submitted regarding CE student Spencer Love, who is forming <i>Transformed Love Club</i>, an LGBTQ+ student group launching Spring 2026. Goals include community-building, student resources, outreach, and long-term expansion.
DISCUSSION	<ul style="list-style-type: none"> Members discussed alignment with existing LGBTQ+ supports and opportunities for collaboration. Chair shared that Spencer is also a CalWORKs work-study student supporting multiple programs. Interest expressed in strengthening connections across campuses and affinity programs.
3.6 Cultural Events Task Force Update	
INFORMATION	<ul style="list-style-type: none"> Chair shared general updates and noted the DEIAA Committee's role in supporting the Cultural Events Task Force.
3.7 December DEIAA Committee Special Session	
DISCUSSION	<ul style="list-style-type: none"> Chair outlined plans for an in-person December special session focused on the Leading for Equity Framework. Proposed elements included: <ul style="list-style-type: none"> Community-building activities Equity frameworks discussion Initial strategic planning Support strategies for Cultural Events Task Force initiatives A Doodle poll was distributed to determine date and time.
4. Additional Information Items	
4.1 SDCCE Foundation Holiday Drive	
INFORMATION	<ul style="list-style-type: none"> Donations accepted at Student Services locations from Nov. 17 – Dec. 11.
4.2 Know Your Rights Workshop	
INFORMATION	<ul style="list-style-type: none"> Next workshop scheduled for December 10.
4.3 Accessibility Resources Hub	
INFORMATION	<ul style="list-style-type: none"> Resource hub shared with committee.
4.4 SDCCD Joins LGBTQ Leaders in Higher Education	
INFORMATION	<ul style="list-style-type: none"> District participation noted; resources available.
4.5 District Queer Alliance (DQA)	
INFORMATION	<ul style="list-style-type: none"> Meets first Monday each month, 2:00–3:00 PM via Zoom. CE representation encouraged.
5. Review / Roundtable	
DISCUSSION	<ul style="list-style-type: none"> Members shared reflections, appreciation for the committee space, and holiday well-wishes. A correction was noted regarding an incorrect Zoom link embedded in the agenda; Chair to follow up. Members emphasized the importance of rest, community care, and continued equity work.
LITERATURE REVIEW	<ul style="list-style-type: none"> Reading: What We Know About Belonging — review before December session.

Action Item [who?]	
6. Adjournment Meeting adjourned at 1:41pm	
NEXT MEETING: Thursday, January 15, 2026, 12:30 PM Zoom	

Minutes Submitted By: Anthony Ganio

Minutes Approved: Approved (1/15/26)