

DEIAA Committee

MINUTES for: Thursday, September 18th, 2025

12:30-2:00pm

Zoom

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| Members Present: | Esteban Ismael Alvarado, Megan Leppert, Dr. Kelly Metz-Matthews, Anjali Patel, Stacy Surwilo |
| Members not Present: | Dr. Shakerra Carter, Dr. Masahiro Omae, Dr. Franklin Garrett, Dr. Marne Foster |
| Guests: | Diana Vera-Alba, Jessica Luedtke, Maria Allan, Cindy Hartman, Karen Hamilton, Nathan Klein, Dr. Maureen Rubalcaba, Serpil Seyhan, Carla Grossini-Concha, Sarah Boswell, Lee Blackmore |
| Recorder: | Transcribed by: Anthony Ganio |
| AGENDA | |
| 1. Call to Order 12:30pm | |
| 2. Review Agenda, Approval of Minutes | |
| 2.1 Approval of Agenda | |
| CONCLUSION | Approved as presented. |
| 2.2 Approval of March, April, and May 2025, Meeting Minutes | |
| DISCUSSION | Quorum not met (one voting member short). |
| CONCLUSION | Approval deferred to the next meeting. |
| 3. Information/Discussion Item(s) | |
| 3.1 Safety, Inclusion, and Belonging (SIB) Task Force Update | |
| INFORMATION | <ul style="list-style-type: none"> The SIB Task Force continues to address immigration and ICE-related concerns. New “ICE Response Cards” distributed by the District. DEIAA will support the design of a response framework for staff and students. The draft framework is expected for the October meeting. |
| 3.2 Cultural Events Task Force (CETF) Update | |
| INFORMATION | <ul style="list-style-type: none"> DEIAA to collaborate with CETF on future cultural celebrations and professional learning events. Committee members are encouraged to volunteer for planning and facilitation. Appreciation expressed for Damella Abbott’s prior coordination work. |
| 3.3 CDAC Black History Month Planning | |
| INFORMATION | <ul style="list-style-type: none"> CDAC issued a districtwide call for Black History Month events. DEIAA submits proposals; estimated \$10,000 available in committee funding. Members are invited to suggest speakers and activities. |
| 3.4: NCORE Update | |
| INFORMATION | <ul style="list-style-type: none"> NCORE remains on an indefinite hiatus. Committee members encouraged to identify alternate DEI/AA conference options for professional development funding. |
| 3.5: Tim Wise Community Conversations | |
| INFORMATION | <ul style="list-style-type: none"> CE will host three follow-up community dialogues to extend the Convocation keynote discussion: Friday, September 26 12:30–2:30 PM César Chávez Campus Friday, October 24 ECC Friday, November 7 Mid-City Campus |

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| | <ul style="list-style-type: none"> • Facilitators: Esteban Ismael and Jhelen Ramirez. • Virtual participation option forthcoming. • RSVP encouraged to assist with planning and refreshments. |
| 3.6 Review of 2025–2026 Committee Timeline | |
| INFORMATION | <ul style="list-style-type: none"> • Fall Observances: National Coming Out Day, Hispanic Heritage, Disability Awareness, Filipino American History Month. • Spring Observances: Diversity Book Club Relaunch, Denim Day (April 24), Pride Celebration, AAPI Heritage Month. • Institutional Initiatives include: <ul style="list-style-type: none"> • SDCCE Equity Definition project. • Redesign of Diversity Pledge webpage. • Exploration of Equity Dashboard model. • Continued partnership with Kumeyaay Nation for land acknowledgment work. • SLO #5 implementation ongoing across programs; multiple departments now engaged. |
| 3.7 Hispanic Heritage Month (Sept. 15 – Oct. 15) | |
| INFORMATION | <ul style="list-style-type: none"> • Planning an end-of-month celebration. • Diana Vera-Alba volunteered to coordinate with Esteban. |
| 3.8 National Coming Out Day (October 11) | |
| INFORMATION | <ul style="list-style-type: none"> • Proposed educational event at Mid-City Campus. • Collaboration planned with LGBTQ Coordinator Lisa Carulli to highlight inclusion and student voices. |
| 3.9 Fall 2025 Diversity Book Club Planning | |
| INFORMATION | <ul style="list-style-type: none"> • Book Club to relaunch this semester. • Participants who attend all sessions are eligible for FLEX credit. • Volunteers needed help with facilitation and outreach. |
| 4. Additional Information Items | |
| 4.1 District Queer Alliance (DQA) | |
| INFORMATION | <ul style="list-style-type: none"> • Meets the first Monday of each month, 2:00–3:00 PM via Zoom. CE representation encouraged. |
| 4.2 SDCCD Joins LGBTQ Leaders in Higher Education | |
| INFORMATION | <ul style="list-style-type: none"> • District partnership provides leadership development and professional learning resources. |
| 4.3 LGBTQIA+ Coordinator Campus Visits | |
| INFORMATION | <ul style="list-style-type: none"> • Campus outreach and student support sessions ongoing through December. Flyers distributed. |
| 4.4 SDCCD Journal Club | |
| INFORMATION | <ul style="list-style-type: none"> • Next session: <i>Re-membering Black Women’s Liberatory Pedagogy in Higher Education</i> Thursday, September 25 11:00 AM FLEX available |
| 5. Review / Roundtable | |
| DISCUSSION | <ul style="list-style-type: none"> • Members discussed cross-campus collaboration, inclusive event planning, and community building. Interest expressed in deeper partnership with the Kumeyaay Nation for land acknowledgment. |
| LITERATURE REVIEW | <ul style="list-style-type: none"> • ARTICLE: Can Critical Race Theory Save DEI? Workplace Diversity, Equity & Inclusion in the Shadow of Anti-Affirmative Action. Members encouraged to read and discuss at next meeting. |
| Action Item [who?] | |
| 6. Adjournment Meeting adjourned at 3:00pm | |

NEXT MEETING: Thursday, October 16, 2025 | 12:30 PM | Zoom

Minutes Submitted By: Anthony Ganio

Minutes approved: Approved (10/16/25)