

Riverside Community College District
EQUITY, SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE COMMITTEE
February 24, 2025

Zoom: <https://rccd-edu.zoom.us/j/83021519735>

Notes

Committee Members Present:

Tammy Few, Vice Chancellor, Human Resources & Employee Relations
Casandra Greene, Curriculum Program Coordinator
Charise Allingham, Curriculum Program Coordinator
Maurice Bowers, Administrative Specialist
Delia Miller, Educational Resource Advisor

Committee Members Absent:

Kathryn Stevenson, Associate Professor, English

District Staff:

Rosa Espinoza-Leal, Executive Administrative Assistant

Meeting started: 2:03pm

- I. Welcome and Call to Order
 - a. VC introduced self and welcomed committee members; called meeting to order
- II. Introductions
 - a. Committee members introduced themselves
- III. Approval of Minutes
 - a. n/a; 1st meeting of this Committee, no previous minutes to approve
- IV. Updates and Discussion
 - a. The DSPC meeting for 2024-25 was held on Friday, February 21, 2025 at 2pm. See DSPC Complete Agenda.
 - i. Full complete agenda included; is also posted on District's website
 - b. DSPC subcommittee memberships update
 - i. Taken long time for committees to get together as has been difficult to get persons to participate due to other obligations, changes in membership (FA, CSEA, Academic Senate), position changes, and retirees; need to ensure that have membership on committees, will move forward until others are named
 - c. Task Force/Sub-Committee/Special Reports
 - i. Equity, Social, Economic, and Environmental Justice Committee – Few
 1. Information: Keenan & Associates Presentation (EWBSC) – Few/Cardenas/Guests

- a. Falls under Employee Well-Being Sub-Committee; presentations shared with DSPC and Chancellor's cabinet; will go to April Board Committee meeting
- 2. Information: Annual EEO Certification Form (Y1)(DEIA) – Few/Jones
 - a. Falls under DEIA Sub-Committee; will be presented at March Board committee meeting
- 3. Information: RCCD EEO Plan 2023-2026 (DEIA) – Few/Jones
 - a. Falls under DEIA Sub-Committee; will be presented at April Board Committee meeting
- 4. Information: EEO Update Workforce and Applicant Analysis (DEIA) – Few/Jones
 - a. Falls under DEIA Sub-Committee; will be presented at April Board Committee Meeting
- 5. Information: RCCD New Strategic Plan Workgroup and Draft Timeline (Governance) – Bishop/Zhai
 - a. Volunteers needed
 - i. This group will try to bring things together; will work on how to pull off vertical and horizontal alignment; Strategic Plan that we have is overarching; all trying to meet those goals; essence to get all on same page; have same metrics and measurements; benchmarking off of same items; help with District's Strategic Plan, align with College Strategic Plans; advise VC Few by end of week if interested in serving on this committee (C Greene volunteered)
 - ii. Advocacy in Action: Provide Feedback on US Department of Education Dear Colleague Letter
 - 1. What are going to do, how going to respond to current change in administration; ACCJC titled Advocacy in Action; encouraged to review and share voice; Board and Chancellor clear that we are in the State of CA; standing strong
 - iii. Chancellor Christian's Message about the Dear Colleague Letter: League will be hosting a webinar on February 26th, Wednesday at 9:00 a.m.
 - 1. Reinforces and reiterates the CA Community Colleges stance on the Dear Colleague letter; League is hosting webinar, encourage all to attend and be a part of the conversation; VC Few to share link when available

V. New Agenda/Discussion Item(s)

- a. Goal and scope of this committee
 - i. Charge is more oversight, look at supporting, fostering, and bringing together different things; coordinate strategies to effectively implement; this committee comes in at odd time as don't have Strategic Plan; will help to coordinate efforts and work towards the creation/development of horizontal/vertical alignment of the District's 5 year plan; Colleges/District are on different cycles; when benchmarking starts, develop resources/connections
 - ii. Sub-Committees
 - 1. Will work collaboratively with the sub-committees

2. Sub-committees will do their work, provide, and present
 3. Will assist/support sub-committees where needed, also assist with coming up with items for them e
- b. Time commitment for Strategic Plan Workgroup;
 - i. Unknown of timeline or how many volunteers needed; want to ensure we have seat at the table
 - c. Committee Representatives
 - i. Confidential rep; no confidential rep as most serve in support role to VC/Presidents, group is small, only other Confidential employees are in HRER; will be called in based on areas of expertise; most will serve in support roles to committees/sub-committees
 - ii. 1 Faculty on committee, 3 are needed (1 from each college), others be added as they come forward
 - iii. VC Few call has gone out over 1-2 years asking for participation
 - iv. In need of a student
 - v. Other administrators can be added as needed

VI. Presentations/Guest

- a. n/a

VII. Next Meeting

- a. April 21, 2025, 2pm to 4pm

Meeting ended: 2:32pm