

This Open Meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, §§ 551.001 through 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of Board Relations. Per Texas Government Code § 551.1282.

**NOTICE OF DIVERSITY EQUITY INCLUSION COMMITTEE MEETING
BY VIDEOCONFERENCE OR TELEPHONE CALL OF THE BOARD OF
TRUSTEES FOR DALLAS COLLEGE AND RICHLAND COLLEGIATE
HIGH SCHOOL**

<http://www.dcccd.edu/boardmeetingslive>

Tuesday, October 6, 2020

2:30 PM

DUE TO HEALTH AND SAFETY CONCERNS RELATED TO THE COVID-19 CORONAVIRUS, THIS MEETING WILL BE CONDUCTED BY VIDEOCONFERENCE OR TELEPHONE CALL. AT LEAST A QUORUM OF THIS BOARD COMMITTEE WILL BE PARTICIPATING BY VIDEOCONFERENCE OR TELEPHONE CALL IN ACCORDANCE WITH THE PROVISIONS OF SECTIONS 551.125 OR 551.127 OF THE TEXAS GOVERNMENT CODE THAT HAVE NOT BEEN TEMPORARILY SUSPENDED BY ORDER OF GOVERNOR ABBOTT ON MARCH 16, 2020.

AGENDA

1. Roll Call - Announcement of a Quorum
2. Certification of Notice posted for the meeting
3. Citizens Desiring to Address the Board
4. Committee Presentations

A. Diversity, Equity and Inclusion (DEI) Update
Presenter: Justin Lonon

B. DEI Charter Draft Review
Presenters: Justin Lonon , Rob Wendland

C. Employee Resource Group (ERG) Update

Presenters: Justin Lonon

- Adelante Latino ERG– Jose Adames
- AAERG – Eddie Tealer
- Asian ERG – Kay Eggleston
- LGTBQ ERG – Christa Slejko, Greg Morris
- Women’s ERG – Linda Braddy

D. Faculty DEI

Presenter: Ryan Pettengill

E. DEI Next Steps

Presenter: Justin Lonon

6. Executive Session (if required)

A. Consultation with Attorney Regarding Legal Matters or Pending and/or Contemplated Litigation or Settlement Offers - Section 551.071

B. Personnel Matters Relating to Appointment, Employment, Evaluation, Assignments, Duties, Discipline, or Dismissal of Officers or Employees - Section 551.074

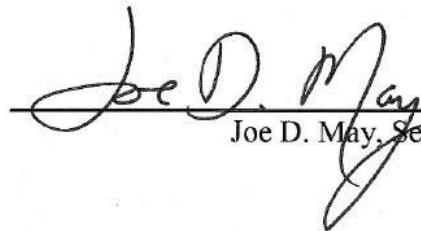
C. Deliberate Regarding Real Property Since Open Deliberation would have a Detrimental Effect Upon Negotiations with a Third Person - Section 551.072

D. Deliberate Regarding Security Devices or Security Audits-Sections 551.076 and 551.089

7. Adjournment

**CERTIFICATION OF NOTICE POSTED FOR THE
OCTOBER 6, 2020 DIVERSITY EQUITY INCLUSION
COMMITTEE MEETING OF DALLAS COLLEGE AND
RICHLAND COLLEGIATE HIGH SCHOOL BOARD OF
TRUSTEES**

I, Joe D. May, Secretary of the Board of Trustees of Dallas College, do certify that a copy of this notice was posted on the 2nd day of October 2020, 1) in a place convenient to the public in the Dallas College Administrative Office, 2) to John F. Warren, County Clerk of Dallas County, Texas, and 3) on the bulletin board at the George Allen, Sr. Courts Building, all as required by the Texas Government Code §551.054.



Joe D. May, Secretary



DIVERSITY, EQUITY AND INCLUSION COMMITTEE CHARTER

I. Overall Role

While many factors contribute to strong and effective Board and Dallas College leadership, the Board of Trustees of Dallas College believes that a commitment to diversity, equity, and inclusion (DEI) is essential to making this a reality. As Trustees of Dallas College, its mission and purpose, we are called upon to help the institution further its DEI goals. As a Board, we must embrace and celebrate our common humanity and the inherent worth of all people. In doing so, we must also acknowledge that a sociopolitical climate of growing intolerance and inequity is a challenge to our democratic values and ideals. Divisions along economic, racial, religious, gender, and political lines have created an increasingly polarized society. And the complex issues and dynamics at the intersections of race, class, gender, and sexuality call for deeper thinking as we seek to understand one another and continue to effectively advocate for Dallas College. Higher education institutions play a unique role in bridging these divides and creating solutions. Community colleges in particular have the power to bring together communities and to speak out against and change longstanding systems and policies designed to benefit some groups while marginalizing, excluding, or harming others.

The Dallas College Board of Trustee's Committee for DEI is responsible for ensuring continuing Board and institutional progress toward the intentions of Dallas College's strategic priorities, Board goals concerning diversity, equity and inclusion, and the Chancellor's goals and objectives that focus on opportunity and equitable student and employee success. The Board Committee on Diversity, Equity, and Inclusion (BCDEI) will be kept apprised of Dallas College DEI priorities and processes as well as Dallas College's implementation of programs and initiatives. The committee will work with the Chancellor to establish strategies and resources to support Dallas College to advance its goals related to DEI. The committee will work with Dallas College leaders in DEI to ensure that Board members are familiar with and able to represent to community stakeholders the on-going efforts underway at Dallas College (e.g. cultural competency trainings, professional and faculty development work in DEI, Social Justice workshops, etc.).

II. Authority

The following functions shall be the common recurring activities of the BCDEI in carrying out its purposes outlined in Section I of this Charter.

General BCDEI Responsibilities

1. Understand and create commitment to Dallas College's identified goals concerning DEI.
2. Assist the Dallas College Board of Trustees in incorporating diversity, equity, and inclusion into Board goals and strategic priorities.
3. Periodically review the charter and composition of each committee of the Board and make recommendations to the Board for the adoption of or revisions to the committee charters, the creation of additional committees or the elimination of Board committees.

Specific BCDEI Responsibilities

1. Nurture a collaborative culture of diversity, equity, and inclusion through discussing issues in a meeting environment which respects and values divergent points of view while being careful to avoid patterns of power and privilege that contribute to the chilling of free expression.
2. Promote interactive communication between the Dallas College Board of Trustees and those directly involved with addressing DEI issues within Dallas College with a view toward recommending and developing policy and strategic initiatives related to DEI.
3. Review areas for future consideration regarding Board development in DEI by the Chancellor and Board of Trustees.

III. Committee of the Whole

The BCDEI shall be a committee of the whole Board of Trustees sitting in a deliberative rather than a legislative capacity for informal debate and preliminary consideration of matters related to DEI for the purpose of making policy recommendations and recommendations for other action by the Board of Trustees. The Board Chairperson, or his/her designee, shall be the Chairperson of the BCDEI, and all members of the Board of Trustees are part of the BCDEI. The staff liaison for the Committee will be the Executive Vice Chancellor for Operations.

V. Meetings

The BCDEI will meet at least four (4) times a year, once each calendar quarter, with authority to convene additional meetings, as circumstances require and as may be determined by the BCDEI Chair. All BCDEI members are expected to attend each meeting in person. The BCDEI or Executive Vice Chancellor for Operations will invite Dallas College staff personnel or others to attend meetings and provide pertinent information, as necessary. It will hold executive sessions as may be necessary and as may be permissible under applicable law. Meeting agendas will be prepared and provided in advance to members, along with appropriate briefing materials.