

Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Minutes of November 19, 2018
9:00 a.m. – 10:30 a.m. Building 4, Room 2320

Committee Members:

- | | | | | |
|--|--|---|---|--|
| <input checked="" type="checkbox"/> Maria Davis, Faculty | <input checked="" type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Sophia Salazar (Notes) | <input checked="" type="checkbox"/> Lina Soto, Faculty (Co-Chair) | <input type="checkbox"/> Lorina Boon, Continuing Ed Rep |
| <input type="checkbox"/> Manoj Jayagoda, ACCESS | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) | <input type="checkbox"/> Jesus Garcia, Student | <input checked="" type="checkbox"/> Rosa Asencio, CSEA 262 Rep (Co-chair) | <input checked="" type="checkbox"/> Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair) |
| <input type="checkbox"/> Clarence Banks, Mgmt. Rep. | <input type="checkbox"/> Michelle Stewart-Thomas, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input checked="" type="checkbox"/> Johnny Jauregui, CSEA 651 Rep | <input type="checkbox"/> Diana Dzib, Classified Senate Rep |
| <input checked="" type="checkbox"/> LaToya Bass, Confidential Rep. | | <input type="checkbox"/> Melinda Bowen, Faculty | | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at: 9:10 am 	
2. Agenda Review	<ul style="list-style-type: none"> • No additional items were added to the agenda. 	
3. Review Minutes from October 8, 2018 meeting	<ul style="list-style-type: none"> • Minutes for October 8 meeting were approved without changes. 	
4. EEO Plan	<ul style="list-style-type: none"> • Discussed workgroups for EEO Plans assignments. All who volunteered to participate in subgroups, agreed to their assignment. • Discussed the new faculty positions and discussed putting equity into the faculty job descriptions/brochures. • Maria D. requests that we include reports to the board, so Board is aware that we are trying to increase our diverse pool. • Remove names from the EEO Plan and only include Titles. • Rosa stated to remove the introduction from Dr. Scroggins to which Sokha stated it could be an intro from the EEO Committee. • Discussed lack of diversity in hiring committees. Change the wording in the EEO Plan about hiring committees needing to be diverse (instead of it saying *strive* or *trying to* make it diverse). • Discussed all these changes and possibly including them in the new EEO Plan 	<ul style="list-style-type: none"> • Will work on scheduling the sub group meetings in January and assigning those to specific groups.
5. Purpose and Function Statement	<ul style="list-style-type: none"> • This was considered done, but will need to be sent to the president's office to be presented at the next PAC meeting. 	

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<p>7. Demographic Report</p>	<ul style="list-style-type: none"> • Sokha stated he sent everyone demographic data to the committee and asked if there were any questions. • Expressed concern about diversity in executive management positions • M. Davis would like to see comparisons in this report (as a suggestion). Another report to the board separate from the one we already send, to show the progress we are making. • Asked how much weight the demographic data holds since many people don't fill out the demographic data on the application. 	<ul style="list-style-type: none"> • Joanne to resend the demographic report again to the committee • Next week or so the faculty brochure should be completed. • Changes to what was made on the employment applications. Bring those changes to the next meeting. The data from the last time and what they changed on the application.
<p>8. Open Session(open items)</p>	<p>Discussed if the committee wants to meet in December? Committee decided they will use this time to meet as sub groups to discuss their section of the EEO plan and to plan remaining dates to meet. Instead of regular meeting, do a meeting to discuss subgroups.</p>	<p>Everyone is to bring their schedules</p>
<p>9. Future Meeting Topics</p>	<ul style="list-style-type: none"> • Demographic Report: Recommend that this communication go out to and not stay in the committee (add to discussion) What would happen after? Would it be summarized? Brought to PAC? • Purpose and Function: internal definition/ flowchart of decision making process / where does this information go? • EEO Plan • Changes to EEO plan may affect BP's / AP's 	
<p>10. Information to President's Advisory Council (PAC) - Ongoing</p>	<ul style="list-style-type: none"> • N/A 	

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
11. Set agenda for next meeting	<ul style="list-style-type: none"> • Welcome/Introductions • Review Minutes from November 19, 2018 • Agenda Review • EEO Plan • Purpose and Function Statement • Demographic Report • Open Session (open items) • Future Meeting Topics • Information to President’s Advisory Council (PAC) - Ongoing • Set agenda for next meeting 	

Meeting ended at: 10:12 am

FUTURE MEETING DATES

Date	Time	Location
November 19, 2018	9:00 a.m. – 10:30 a.m.	4-2320
December 3, 2018	9:00 a.m. – 10:30 a.m.	4-2320
March 11, 2019	9:00 a.m. – 10:30 a.m.	4-2320
April 8, 2019	9:00 a.m. – 10:30 a.m.	4-2320
May 13, 2019	9:00 a.m. – 10:30 a.m.	4-2320
June 3, 2019	9:00 a.m. – 10:30 a.m.	4-2320