

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of March 2, 2020**

Committee Members:

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|---|--|---|---|--|
| <input checked="" type="checkbox"/> Maria Davis, Faculty | <input type="checkbox"/> Vacant, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input type="checkbox"/> Vacant, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) – Joanne Franco in lieu of | <input checked="" type="checkbox"/> Aya Garawi, Student | <input checked="" type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair) | <input checked="" type="checkbox"/> Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair) |
| <input checked="" type="checkbox"/> Michelle Sampat, Mgmt. Rep. | <input checked="" type="checkbox"/> Mica Stewart, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input checked="" type="checkbox"/> Peter Lot-Gonzales, CSEA 651 Rep | <input checked="" type="checkbox"/> Marlene Espina, Classified Senate Rep |
| <input type="checkbox"/> Lucy DeLeon, Confidential Rep. | | <input type="checkbox"/> Vacant, Faculty | | <input checked="" type="checkbox"/> Joan Sholars, Faculty Association Rep |

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"> Revised as recommend. 	
3. Review Minutes from December	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. APs	<p><u>AP 7120 - Faculty</u></p> <ul style="list-style-type: none"> Sokha discussed interpretation of the APs as “making an attempt to” rather than ensuring that diversity is actively practiced and integrated in the hiring process as directed in the EEO plan. Committee reviewed and provided edits to AP7120 – Faculty. Committee discussed Preamble. The discussion centered on ensuring the purpose of the language is reflective of the intent of the AP. Sokha briefed the Committee on upcoming changes to faculty hiring. These changes include requiring faculty screening committees to provide department minutes showing the election process for committee make-up. <p><u>AP 7121 – Classified</u></p> <ul style="list-style-type: none"> Sokha provided an update on the work his team performed on AP 7123 – Classified. Committee will review and bring back feedback at April meeting. <p><u>AP 7122 - Management</u></p> <ul style="list-style-type: none"> Rosa provided feedback on the work performed by her team on AP 7122 Sokha discussed the goal of AP 7122 with the Committee The Committee discussed the possibility of unequitable committee make-up on VP recruitments. The Committee discussed language for Letters of Recommendation (LOR) and international transcripts criteria needs to be developed and included in the AP. The Committee also discussed minor changes to the EEO language to state “any” EEO shall attend all committee meetings. 	<p><u>Homework</u></p> <ul style="list-style-type: none"> Sokha and Ryan will update list of protective classes Sokha to work on language to include on APs for department minutes on assigning committee members. Antoine will work with Academic Senate to review AP 7120 Recruitment and Hiring – Faculty Michelle S. will take AP 7122 Recruitment and Hiring – Management, to Management Steering Committee for review. <p><u>AP 7120 Workgroup:</u> Joan Sholars, Mica Stewart, Manoj Jayagoda</p> <p><u>AP 7121 Workgroup:</u> Marlene Espina & Peter Lot-Gonzalez</p> <p><u>AP 7122 Workgroup:</u> Michelle Sampat, Mica Stewart, Marlene Espina, Lucy DeLeon</p>

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5. Create New APs	<ul style="list-style-type: none">The Committee will work together to develop APs for Executive Management, Confidentials, and President CEO.	
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9:00 a.m. – 10:30 a.m. Building 4, Room 2320

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
6. Open Session (open items)		
7. Set Agenda for Next Meeting	<ul style="list-style-type: none">Co-Chairs will meet to discuss agenda items	

Meeting ended at: 10:00 am