

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of October 7, 2019
9:00 a.m. – 10:30 a.m. Building 4, Room 2430**

Committee Members:

- | | | | | |
|--|--|---|---|--|
| <input type="checkbox"/> Maria Davis, Faculty | <input type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, 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 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 type="checkbox"/> Michelle Stewart-Thomas, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input type="checkbox"/> Johnny Jauregui, CSEA 651 Rep | <input checked="" type="checkbox"/> Marlene Espina, Classified Senate Rep |
| <input checked="" type="checkbox"/> Lucy DeLeon, Confidential Rep. | | <input type="checkbox"/> Melinda Bowen, 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 9:12 am 	
2. Agenda Review	<ul style="list-style-type: none"> Revised as recommend. 	
3. Review Minutes from September 9	<ul style="list-style-type: none"> Minutes approved as amended. <i>(The first 45 minutes of the meeting was reserved for these changes).</i> 	
4. Board Policies	<ul style="list-style-type: none"> Committee reviewed the following APs & BPs: <ul style="list-style-type: none"> BP 7120 – Committee discussed adding Management to the last bullet point and adding a reference to the corresponding AP. AP 7123 - Committee discussed possible modification to align with AP 7122 AP 7122 - Committee discussed section D - Management Reimbursements AP 7121 – HR Recruitment and Hiring: Classified Employees. Committee reviewed – no action taken. Committee discussed lack of female representation with Management recruitments Committee would like to research other colleges hiring practices for executive level positons, such as a President or Chancellor position. Committee discussed systemic lake of access to skill building and how to address this during the recruitment process. 	<p>Sokha will modify AP 7123</p> <p>Sokha will go over AP 7123 & BP 7120</p> <p>Sokha will provide surrounding colleges hiring practices for Presidents and/or Chancellor positons at November meeting.</p>
5. Results of the Vote for Selection of Classified Representative (Co-Chair)	<ul style="list-style-type: none"> Rosa was announced as he appointed Classified Representative (Co-Chair) 	
6. EEO Report	<ul style="list-style-type: none"> Committee reviewed the EEO Plan Committee reviewed and discussed Mt. SAC's standing 	
7. Cultural and Diversity Survey	<ul style="list-style-type: none"> Committee will review the survey template once it's completed. 	Sokha will provide a copy of the previous survey

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<p>8. Open Session (open items)</p>	<ul style="list-style-type: none"> • The Committee discussed studying the demographics for all recruitments for 2018/19 Fiscal Year. • The Committee discussed creating a new AP for College President recruitment – formalizing a process. • The Committee was provided with an update on changes to the EEO Plan. Such changes include: <ul style="list-style-type: none"> ○ 2nd level interviews will now have an EEO Representative sitting in. ○ The \$500 travel reimbursement limit was lifted. The college now covers all expenses for faculty, management, and classified applicants invited to interview. ○ Advertising for positions are aligned with the EEO Plan (CEDC Committee will review as needed) ○ Ryan and Sokha will revamp EEO Training by moving away from the “processes” and focus more on conscious bias. ○ Training (1.5hr) is now required every 2 years. ○ Confidentials are not currently appointed to serve on Management recruitments. ○ EEO Representatives cannot report to the hiring manager. • Committee agreed to Sokha presenting at PAC the CEDC report. 	<p>Sokha will provide demographics for the 2018/19 Fiscal Year at the November meeting. Committee will then analyze data and discuss at December’s meeting</p>
<p>9. Set Agenda for Next Meeting</p>	<ul style="list-style-type: none"> • Co-Chairs will meet to discuss agenda items 	

Meeting ended at: 10:02 am