

**Campus Equity and Diversity Committee (CEDC)  
Group Minutes of December 2, 2019  
9:00 a.m. – 10:30 a.m. Building 4, Room 2320**

**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 checked="" type="checkbox"/> Manoj Jayagoda, ACCESS      | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) – <b>Joanne Franco in lieu of</b> | <input 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 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"/> Melinda Bowen, Faculty               |   | <input type="checkbox"/> Joan Sholars, Faculty Association Rep                                 |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Welcome/Introductions</b>	<ul style="list-style-type: none"> <li>Meeting began at 9:20 am</li> </ul>	
<b>2. Agenda Review</b>	<ul style="list-style-type: none"> <li>Revised as recommend.</li> </ul>	
<b>3. Review Minutes from September 9</b>	<ul style="list-style-type: none"> <li>Minutes approved as amended.</li> </ul>	
<b>4. Formation of Workgroups</b>	<ul style="list-style-type: none"> <li>Committee formed workgroups for the Faculty, Classified and Management Recruitment and Hiring APs. The workgroups are as follows;                             <ul style="list-style-type: none"> <li>Rosa: AP 7122 Recruitment and Hiring – Management</li> <li>Sokha: AP 7121 Recruitment and Hiring – Classified</li> <li>Antoine: AP 7120 Recruitment and Hiring – Faculty</li> <li>Committee to develop AP for executive management and CEO/President recruitments</li> </ul> </li> </ul>	<p><b><u>AP 7122 Workgroup:</u></b> Michelle Sampat, Mica Stewart, Marlene Espina, Lucy DeLeon.</p> <p><b><u>AP 7121 Workgroup:</u></b> Marlene Espina &amp; Peter Lot-Gonzalez</p> <p><b><u>AP 7120 Workgroup:</u></b> Joan Scholars, Mica Stewart, Manoj Jayagoda</p>
<b>5. EEO Demographic Reports (Joanne Franco)</b>	<ul style="list-style-type: none"> <li>Joanne provided an overview of the data.</li> <li>Demographics will be released to faculty hiring committees as needed.</li> <li>Committee discussed possibly making demographics of applicants' public information.</li> </ul>	

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>6. Open Session (open items)</b>	<ul style="list-style-type: none"><li>• Committee discussed lack of equity, CSEA representation, and how to address optional members to committees.</li><li>• Discussion on whether committee members can give feedback on who can be added as optional members.</li><li>• Executive management should have CSEA (651/262) representation and Confidential representation.</li><li>• EEO &amp; CSEA Reps cannot report directly to the hiring manager.</li><li>• Sokha updated committee members on the new changes to discrimination complaints. Applicants now have up to 3 years to file a discrimination complaint after initial hiring.</li><li>• Committee discussed challenges with CSEA participation in recruitments during certain times of the academic year. Some departments have challenges appointing CSEA members during peak semesters.</li><li>• Committee discussed vacant seats and whether to eliminate current vacancies.</li><li>• Sokha provide feedback current practice for management hiring (external and internal candidates)</li><li>• Sokha discussed current challenges on reassigned time and how it is being assigned.</li></ul>	
<b>7. Set Agenda for Next Meeting</b>	<ul style="list-style-type: none"><li>• Co-Chairs will meet to discuss agenda items</li></ul>	

Meeting ended at: 10:02 am