

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of May 4, 2020
9:00 a.m. – 10:30 a.m. Zoom**

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"/> Diane Jette, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) | <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 type="checkbox"/> Michelle Sampat, Mgmt. Rep. | <input 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"/> 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 9:05 am 	
2. Agenda Review	<ul style="list-style-type: none"> Revised as recommend. 	
3. Review Minutes from April	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. Revised APs	<p><u>AP 7120 - Faculty</u></p> <ul style="list-style-type: none"> Antoine provided an update on the work the Faculty subgroup did on Section H. Temporary Full-time Positions, subsection 1. Screening – Temporary Positons. Antoine discussed why the subgroup felt the proposed new language was thorough and provided more clarity. <p><u>AP 7121 – Classified</u></p> <ul style="list-style-type: none"> Sokha discussed minor changes to the AP with the Committee <p><u>AP 7122 - Management</u></p> <ul style="list-style-type: none"> Michelle to provide update on feedback from Management Steering at June meeting. 	<p><u>Homework</u></p> <ul style="list-style-type: none"> Joan will take AP to FA Antoine will take AP to AS LH will provide copy to Rosa to review <p><u>Homework</u></p> <ul style="list-style-type: none"> Rosa will take to CSEA <p><u>Homework</u></p> <ul style="list-style-type: none"> Michelle will take to Management Steering
5. New APs	<p><u>AP 7124 – Confidential</u></p> <ul style="list-style-type: none"> Sokha discussed the workgroups process in creating the AP. Sokha provided an overview of the each section of the AP and how it was similar to the Classified AP but with relevant changes to the sections that corresponds to the Confidential group. Sokha discussed the workgroups suggestion to eliminate language referencing Badges and Oath of Allegiance. The Committee agreed on removing the language from all APs. 	<p><u>Homework</u></p> <ul style="list-style-type: none"> Lucy will take to Meet and Confer group

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	<ul style="list-style-type: none"> The Committee agreed to use the diversity and equity language in the Faculty AP on all hiring APs (Classified, Management, Executive Management, Faculty, and Confidential). <p><u>AP 7127 – Executive Management</u></p> <ul style="list-style-type: none"> Sokha provided a brief overview of the work the subgroup completed. The Committee discussed at length the selection committee makeup, specifically the number of committee members for each group. Suggestions included the following: <ul style="list-style-type: none"> Representation from the FA for recruitments that directly affect/impact faculty Including language that allows flexibility when appointing an optional member that will align with the impacted division, departments, or bargaining unit The Committee drafted language and was included in the draft. <p><u>AP – President/CEO</u></p> <ul style="list-style-type: none"> Sokha discussed an outline of the AP he would like to bring to the Committee for feedback at the June meeting. The Committee discussed limiting the number of Board members appointed to serve on the panel to one (1) Board member. The Committee discussed potentially limiting the length of the forums to a 2hr period and suggested that the selection committee meet after the forum to debrief. 	<p><u>Homework</u> Joan will take to FA Antoine will take to AS</p> <p><u>Subgroups:</u> AP 7124 - Confidential Sokha, Marlene, and Michelle</p> <p>AP 7127 – Executive Management Sokha, Marlene, and Michelle</p> <p>AP 7120 – Adjunct Hiring Antoine, Joan, Mica, Michelle, and Eric</p>
<p>6. Open Session (open items)</p>		
<p>7. Set Agenda for Next Meeting</p>	<ul style="list-style-type: none"> Co-Chairs will meet to discuss agenda items 	

Meeting ended at: 10:20 am