

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of March 15, 2021
9:00 a.m. – 10:30 a.m. Zoom**

Committee Members:

- | | | | | |
|---|--|---|---|--|
| <input checked="" type="checkbox"/> Cara Tan, Faculty | <input checked="" type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input checked="" 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"/> Maria Vasquez, Student | <input checked="" type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair) | <input checked="" type="checkbox"/> Sokha Song, Deputy Director, Human Resources. (Co-Chair) |
| <input checked="" type="checkbox"/> Michelle Sampat, Management Appointment | <input checked="" type="checkbox"/> Eugene Mahmoud, 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 checked="" type="checkbox"/> Mica Stewart, Faculty | | <input checked="" type="checkbox"/> Joan Sholars, Faculty Association Rep (Emily Woolery for Joan) |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at 9:00am. 	
2. Agenda Review		
3. Review Minutes from October	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. Update on Hiring APs	Sokha provided an update on the progression of the APs to the committee.	
5. Mt. SAC Climate Survey	<p>Sokha updated the committee on the work the climate survey subgroup has done. During the meeting, the committee took the survey and provided feedback/edits to the questions, format, and the overall survey.</p> <p>Some of the feedback included:</p> <ul style="list-style-type: none"> Do we want to activate the “back” button? Need to add the Confidentials group Dialogue box is a positive Need to include an accessibility option (include intro statement or directions). Address the accommodation request in the email. Fix the instructions at the top to be explicit on the directions for use of the answered vs. non-answered questions. Too many question are manager centered Check the social status questions written in the double negative – should be written in the affirmative. Provide consistency throughout the survey <p>Committee discussed the DEISA definitions.</p> <ul style="list-style-type: none"> Include the definitions with each question/answers Social status definition is broad. Include the definition of Manager in the survey It would be nice to have a campus definition of DEISA 	<p>Cara sent the draft survey (during the meeting) to the committee. The committee took the survey and provided feedback to the subgroup.</p> <p>Sokha will reconvene with the subgroup to work on the edits. Cara will send out the updated survey to the committee.</p>

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6. EEO Multiple Method's Report	Sokha provided an overview of the report to the committee. The report was emailed to the committee prior to the meeting for review.	
7. Open Sessions		
8. Set Agenda for Next Meeting	<ul style="list-style-type: none">• Co-Chairs will meet to discuss agenda items	

Meeting ended at: 10:30 am