Mt. San Antonio College

**Campus Equity and Diversity Committee (CEDC)**

**Group Minutes of November 2, 2020**

**9:00 a.m. – 10:30 a.m. Zoom**

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| **Committee Members:**

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| [ ]  Cara Tan, Faculty[x]  Manoj Jayagoda, ACCESS [x]  Michelle Sampat, Guest.[ ]  Lucy DeLeon, Confidential Rep.[x]  Joanne Franco, Guest[x]  Jennifer Galbraith, Guest[x]  Robert Stubbe, Guest | [x]  Kambiz Khoddam, Faculty[x]  Ryan Wilson, Designee (VP, HR) [x]  Eugene Mahmood, Faculty[x]  Alexis Carter, Guest [x]  Kristina Allende, Guest | [x]  Lizette Henderson (Notes)[ ]  Maria Vasquez,Student[x]  Eric Kaljumagi, Faculty [x]  Mica Stewart, Faculty | [x]  Antoine Thomas, Faculty (Co-Chair)[x]  Rosa Asencio, Classified Rep (Co-chair)[ ]  Peter Lot-Gonzales, CSEA 651 Rep | [x]  Diane Jette, Continuing Ed Rep[x]  Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair)[x]  Marlene Espina, Classified Senate Rep [x]  Joan Sholars, Faculty Association Rep  |

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| **ITEM** | **DISCUSSION/COMMENTS** | **ACTION/OUTCOME** |
| **1. Welcome/Introductions** | * Meeting began at 9:00am.
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| **2. Agenda Review** |  |  |
| **3. Review Minutes from October**  | * Minutes approved as amended.
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| **4. Improving Equity Diversity and Inclusion Training (NISOD)** | Sokha presented a Diversity and Equity training opportunity through NISOD to the committee. HR would cover the cost of the registration for five (5) committee members to attend. The committee showed interest in attending the training and in purchasing the online convening campus access license for day 1 & 2 training sessions.  |  |
| **5. Update from PAC – CEDC Purpose and Function Update** | Sokha provided Eugene with history on what has been discussed on the P&F statement. Sokha reminded guests and committee members that all committees provide recommendations and that the work done in CEDC or at PAC is not set in stone. It is a recommendation. The committee also discuss procedure in the event a recommendation is not reached, the recommendation would then go to PC for final decision/approval. The President usually takes the decisions made at PAC to President’s Cabinet for review and approval. There was discussion as to why CEDC had not responded to the statement/response that was provide to the committee from Academic Senate regarding the P&F faculty appointments. There was a concern voiced on the impact to collegiality with the committee’s lack of response. Kristina Allende stated that the argument made at PAC is not the discussion/argument being made at this meeting which is about equity not parity. | Questions to Kristina and Eugene from the Committee (Sokha)* What is the Racial Task Force Committee
* KA informed CEDC that there was a request sent to CEDC for demographics based on a question that came from a faculty retreat regarding social injustices specifically in equity on faculty hiring. The information would be reviewed and analyzed as the group prepares a recommendation to Academic Senate on faculty hiring, but in no way was it meant to circumvent CEDC.

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| **6. Update from PC and PAC Recruitment APs** | All APs presented at PAC, except for the faculty AP, were pulled for review. Sokha will provide an update at the December meeting. |  |
| **7. Update on Employee Demographics – Alexis Carter (Guest)**  | Alexis will present at the December meeting  |  |
| **8. Recruitment Demographics from the Past Three Years (17-2020) (Joanne Franco – Guest)**  | Joanne will present at the December meeting |  |
| **9. Campus Climate Survey and Hiring Committee Survey Discussion**  | Sokha would like to create a subgroup to work on the survey offline. Committee members were asked to email Lizette if interested in participating in the subgroup.  | * Lizette to email the committee interested in participating in the Climate Survey.
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| **10. Open Session (open items)** | Dean of Access – the committee had an issue with the job posting/description. Sokha will review and discuss with Alexis and Audrey regarding a requirement to possess a driver license as a requirement. | * Sokha will brief committee at the December meeting.
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| **11. Set Agenda for Next Meeting** | * Co-Chairs will meet to discuss agenda items
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Meeting ended at: 10:30 am