



**Mt. San Antonio College
Campus Equity and Diversity Committee
(CEDC) Minutes from April 3, 2023
9:00 a.m. – 10:30 a.m.
Location: Zoom**

Committee Members:

<input checked="" type="checkbox"/> Tika Davé-Harris, AVPHR (Tri-Chair)	<input type="checkbox"/> Peter Gonzales, CSEA 651 Rep	<input checked="" type="checkbox"/> Michelle Sampat, Management
<input checked="" type="checkbox"/> Eugene Mahmoud, Academic Senate (Tri-Chair)	<input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS Rep	<input checked="" type="checkbox"/> Dr. Mica Stewart, Academic Senate
<input checked="" type="checkbox"/> Johnny Armendariz, CSEA 651 Rep	<input checked="" type="checkbox"/> Eric Kaljumagi, Faculty Association	<input checked="" type="checkbox"/> Cara Tan, Academic Senate
<input checked="" type="checkbox"/> LaToya Bass, Confidential Rep	<input type="checkbox"/> Kambiz Khoddam, Academic Senate	<input checked="" type="checkbox"/> Emily Woolery, Faculty Association
<input checked="" type="checkbox"/> Robin Cash, CSEA 262 Rep (Tri-Chair)	<input checked="" type="checkbox"/> Candace Leuthold, Academic Senate	<input type="checkbox"/> Vacant, Associated Students
<input checked="" type="checkbox"/> Sheila Espy, Academic Senate	<input checked="" type="checkbox"/> Tami Pearson, Continuing Ed Rep	<input checked="" type="checkbox"/> Iris Maccanico, Committee Recorder
<input type="checkbox"/> Marisa Fierro, Management Rep	<input checked="" type="checkbox"/> Gizelle Ponzillo, CSEA 262 Rep	
<input checked="" type="checkbox"/> Yvette Garcia, Classified Senate	<input checked="" type="checkbox"/> Lisa Rodriguez, Acting Director of POD (VPHR Designee)	

ITEM	DISCUSSION/COMMENTS *	ACTION/OUTCOME*
1. Committee Member Check-in	a. Check-in began at 9:10 a.m.	
2. Agenda Review	a. Agenda reviewed	a. Motion to approve minutes by C. Tan 2 nd motion M. Stewart Agenda accepted without change
3. Review Minutes from March 6, 2023	a. Minutes reviewed	a. Motion to approve was approved M. Stewart abstained and Y. Garcia abstained as she was absent from the 3/6/23 meeting

*Letters indicated under the discussion and action columns are for referencing ease, they do not necessarily correspond with one another.

ITEM	DISCUSSION/COMMENTS*	a. ACTION/OUTCOME*
4. Clarify What Constitutes a Quorum for CEDC	<p>a. The conversation regarding what constitutes a quorum continued:</p> <ul style="list-style-type: none"> i) L. Bass stated that CEDC has 21 members, and the recorder is not a voting member; E. Kalijumagi stated that a quorum is the minimum number of members who must be present for a meeting to conduct substantive business; organizations decide what should be the quorum majority of its members; if an organization fails to do this, then the quorum is a majority of its members, meaning more than half; a vacant seat is still a seat; M. Stewart commented that if we get to decide we don't count the vacant seat(s) or have a discussion about it; C. Leuthold asked whether can we just say over 50%. ii) E. Mahmoud asked why all the members of our committee haven't been attending the meetings. R. Cash asked whether we needed to update to list of committee members because there seemed to be many changes; J. Armendariz stated that we are all one group, so we should have 12 members in attendance. 	<ul style="list-style-type: none"> a. C- Tan made a motion to approve 50% +1; J. Armendariz 2nd the motion; Y. Garcia abstained b. E. Mahmoud suggests reaching out to the members who have not attended the meetings this year; we have 20 members, and we need to have a quorum at every meeting
5. EEO Plan Regulatory Update <ul style="list-style-type: none"> • Clarification of regulatory updates and timelines • Discuss EEO Plan Revisions – Draft due to CCCCO May 1, 2023 	<p>a. Discussion regarding the change needed to be made to the EEO Plan.</p> <ul style="list-style-type: none"> i. HR reviewed the makeup of the CEDC committee; J. Armendariz stated that even though he's in a protected class, he thinks his group is diversified; M. Stewart shared that to diversify hiring committees, sometimes other people outside the group are brought in to make it diverse. E. Mahmoud stated that managers are the people who control the makeup of a hiring committee. J. Armendariz stated that he has been on many hiring committees, and they do not tolerate any type of bias. ii. L. Bass shared that we can all participate in the changes for the EEO Plan, which a draft is due on May 1, 2023. M. Sampat added that she was not suggesting using new language, just using Title V language. E. Kalijumagi stated that the EEO Plan document from the Chancellor's office was reviewed and that we only have to incorporate the recommended changes. M. Stewart agreed with M. Sampat regarding adding the Title V language 	<ul style="list-style-type: none"> a. M. Sampat recommended starting with the first section, which has the exact same language as Title V language, which is: Diversity: A condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It's the achievement of diversity within a workforce that requires both the presence and the respectful treatment, and religious, gender, gender identity, sexual orientation, disability, and socio-economic background, in all aspects of the workplace. b. L. Bass stated she would add the comments from the 1/6/22 CCC EEO Plan changes.
6. Committee Ground Rules	<p>a. Discussion about community norms:</p> <ul style="list-style-type: none"> i. E. Kalijumagi highlighted that Black and brown students are almost identified by race as diverse; it was asked whether this document had stopped us instead of moving us forward. ii. C. Tan agreed with E. Kalijumagi regarding including all students of color and not just Black and brown; we need to collect our own data to have better data for all groups; the solution is to get more of it. 	<ul style="list-style-type: none"> a. E. Mahmoud suggested that the committee did not have to make a decision regarding approving the committee ground rules since there were some groups discussions; thinks it's important for our focus to be on Black and brown students; C.Tan motioned to approve the committee ground rules, M. Sampat 2nd the motion; Y. Garcia and G. Ponzillo abstained.

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ITEM	DISCUSSION/COMMENTS*	ACTION/OUTCOME*
<p>7. Tri-Chair Nominations</p>	<p>a. G. Ponzillo-nominated Robin Cash for Tri-Chair for 262; C. Tan suggested extending a vote to the committee; M. Stewart- thank you, Robin for being willing to step up</p>	<p>M. Sampat motioned 1st to approve R. Cash as Tri-Chair, and C. Tan 2nd motion was approved.</p>
<p>8. Roundtable</p>	<p>a. E. Mahmoud welcomed Yvette Garcia as a classified senate appointee and announced his sabbatical had been approved; the committee congratulated Eugene</p> <p>b. M. Steward requested that the ground rules link should remain active until the next meeting. a shared Community Norms document.</p> <p>c. L. Rodriguez-POD update regarding equity, literacy, and leadership academy information; seeking release time for union members www.mtsac.edu/pod/equityliteracyandleadership</p>	<p>a. E. Mahmoud will not be a member of CEDC for the 2023-24 academic year; E. Mahmoud sent an email to the academic senate inquiring about tri-chairs</p>

The meeting was adjourned at 10:30 a.m.

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