**Committee Members**

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|  | Tika Davé-Harris, AVPHR (Tri-Chair) |  | Peter Gonzales, CSEA 651 Rep |  | Michelle Sampat, Management Rep |
|  | VACANT, Academic Senate (Tri-Chair) |  | George Gutierrez, CSEA 651 Rep |  | Dr. Mica Stewart, Academic Senate Rep |
|  | Robin Cash, CSEA 262 Rep (Tri-Chair) |  | Manoj Jayagoda, ACCESS Rep |  | Emily Woolery, Faculty Association Rep |
|  | Stacy Bacigalupi, Academic Senate |  | Eric Kaljumagi, Faculty Association Rep |  | Esther Santiago, Committee Recorder |
|  | LaToya Bass, Confidential Rep |  | Candace Leuthold, Academic Senate |  | Vacant, Academic Senate Rep |
|  | Sheila Espy, Academic Senate Rep |  | Tami Pearson, Continuing Ed Rep |  | Vacant, Associated Students Rep |
|  | Marisa Fierro, Management Rep |  | Gizelle Ponzillo, CSEA 262 Rep |  | Vacant, CSEA 651 Rep |
|  | Yvette Garcia, Classified Senate Rep |  | Lisa Rodriguez, Acting Director of POD (VPHR Designee) |  |  |

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| **ITEM** | **DISCUSSION/COMMENTS\*** | **ACTION/OUTCOME\*** |
| 1. **Committee Member Check-in**
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| 1. **Agenda Review**
 | * Agenda reviewed
 | * T. Davé-Harris motioned, Y. Garcia 2nd the motion to adopt the agenda
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| 1. **Review Minutes from June 5, 2023 Meeting**
 | * Updated 6.5.23 minutes to include missing comments
 | * T. Davé-Harris motioned, G. Gutierrez 2nd the motion to adopt 6.5.23 minutes
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| 1. **EEO Plan Update**
 | * L. Bass presented CCCCO EEO Plan Feedback form (see attached)
	+ Some of the feedback items are recommendations and some are required changes
	+ Pre-hiring, hiring, and post hiring data will be analyzed, and 80% rule findings will be included in the plan
* E. Kaljumagi recommended setting target as highest performing group in each category and provide additional support to underrepresented groups as needed
* Underrepresented Group definition: Any monitored group for which the percentage of persons from that group employed by the district in a job category is below eighty percent (80%) of the projected representation for that group and job category
 | * Tri-Chairs will meet to form subgroups to complete the various component updates
* L. Bass will run data reports and work S. Bacigalupi and E. Kaljumagi to create rubric for analyzation
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| 1. **Roundtable**
 | * CEDC Committee Members who also serve on the DEISA+ Council advised that the climate survey results were shared in the DEISA+ Council meeting
	+ A suggestion was made to divide the climate survey amongst CEDC and the DEISA+ council. CEDC’s survey should focus on EEO-related items and the DEISA+ Council should focus on other DEISAA-related topics
* S. Bacigalupi introduced herself as the new academic senate appointee
* L. Bass inquired about the adoption of the community norms discussed at the June 2023 meeting
 | * Tri-Chairs will seek clarification on the delineation of EEO-related tasks between CEDC and the DEISA+ Council. As of current, the committee duties appear redundant
* E. Santiago will send the community norms document to the committee
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