



Mt. San Antonio College
Equal Employment Opportunity (EEO) Plan Committee
Minutes from May 4, 2026
9:30 a.m. – 11:00 a.m.
Location: POD Loft (06-263)

Committee Members

X	Alexis Carter, Senior Director, Labor Relations and Employee Services (Tri-Chair)	X	Melissa Aguirre, Classified Senate Rep		VACANT, Associated Students Rep
X	Robin Cash, Classified 262 Rep (Tri-Chair)	X	Tony Rivas, Faculty Association Rep	X	Suleyma Rosales, Committee Recorder
X	Stacy Bacigalupi, Academic Senate (Tri-Chair)		Lisa Rodriguez, Acting Director of POD (VPHR Designee)		Stacy Manfredi (Guest)
	Kimberly Butler, Classified 651 Rep		VACANT, Management Rep		
	Joanne Franco, Confidential Rep				

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Opening Items 1.1 Call to Order 1.2 Confirmation of Agenda: Approval of Agenda of the Regular Meeting of 05/04/2026	- Meeting began at 9:35 AM - Agenda reviewed	- Motion to approve the agenda as written by Alexis Carter, and 2nd by Tony Rivas. - No opposition was noted. - Motion approved.
2. Public Communication 2.1 Public Communication	No public communication	No requests for public comments were noted.
3. Approval of Minutes 3.1 Approval of Minutes of the Regular Meeting of 04/06/2026	- Minutes from April 6, 2026, meeting were reviewed. - A minor Word/formatting issue was noted; no substantive amendment was identified in the discussion.	- Motion made to approve April 6, 2026, meeting minutes by T. Rivas and 2nd by R. Cash - No opposition - Motion approved.
4. Reports 4.1 EEO Data Report and Review	- The committee reviewed current applicant and employee demographic data and multi-year trends. Employee data reflects a fixed November 1 snapshot, while applicant data through March remains preliminary and will change through June. - Members recommended reviewing preliminary data at the first spring meeting and considering headcounts, percentages, hiring volume, and long-term trends before drawing conclusions. - American Indian/Alaska Native applicant representation increased to approximately 1%. Hispanic/Latino,	

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	Black/African American, and Asian representation showed varying trends across full-time faculty, adjunct, and management categories. • Adjunct data remains highly variable due to career mobility, enrollment, scheduling, qualifications, and departmental hiring needs. The centralized adjunct hiring process may improve equity and transparency but can increase workload and hiring time. • The “Unknown” category increased from approximately 6% to 8%, while multi-ethnic identification increased from approximately 7% to 10% before settling near 9%. • Disability data remains limited because reporting processes are still being developed. An explanatory note may be added until reporting is complete. • No significant adverse trend was identified; however, sustained improvement was not evident across all EEO Plan priority groups. A full 80% analysis will be completed once the data is finalized.	
4.2 EEO Narrative, Institutional and External Factors	• The committee discussed adding a narrative to explain demographic trends and relevant factors, including recruitment activities, hiring changes, program growth, enrollment, budget conditions, statewide changes, and labor-market competition. • Members cautioned against attributing demographic changes to a specific EEO practice without considering other contributing factors. • Growth in Ethnic Studies and related programs was identified as a significant factor that may affect faculty representation. • Members discussed the limited information available about employee attrition, particularly for adjunct faculty, and considered a department-level process to document known reasons for departures. • Statewide curriculum and transfer changes, including Cal-GETC, may affect course demand, adjunct assignments, recruitment needs, and workforce composition.	
5. Updates 5.1 EEO Plan Committee Website and Committee Name	• The committee reviewed the EEO webpage and how the committee and EEO Plan appear in online searches. The correct name was confirmed as the “Equal Employment Opportunity Plan Committee.” • Inconsistent or outdated references should be corrected across the website and official records, and website links	

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	should direct users to the current committee and EEO Plan information. • Members discussed adding an effective date and reference to the committee's former name to distinguish current information from historical records. Prior agendas and minutes will continue to reflect historical names and information. • Committee member offered to contact the IT Department to request webpage corrections.	
6. Adjournment 6.1 Future Meetings	• The meeting was adjourned at 10:42 AM	• Motion to adjourn the meeting by A. Carter and 2nd by M. Aguirre. • No opposition, no abstentions • Unanimous motion approved