



Mt. San Antonio College
Equal Employment Opportunity (EEO) Plan
Minutes from June 2, 2025
9:30 a.m. – 11:00 a.m.
Location: POD Loft (06-263)

Committee Members

X	Tika Davé-Harris, AVPHR (Tri-Chair)	X	Melissa Aguirre, Classified Senate Rep	X	Joey Perez, Associated Students Rep
X	Robin Cash, Classified 262 Rep (Tri-Chair)	X	Tony Rivas, Faculty Association Rep	X	Harry Nakaoki, Committee Recorder
X	Stacy Bacigalupi, Academic Senate (Tri-Chair)	X	Lisa Rodriguez, Acting Director of POD (VPHR Designee)	X	Yvonne Silver, DHH Interpreter (Guest)
X	Kimberly Butler, Classified 651 Rep		Vacant , Management Rep	X	Daisy Cardenas, DHH Interpreter (Guest)
X	Joanne Franco, Confidential Rep				

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Opening Items 1.01 Call to Order 1.02 Confirmation of Agenda: Approval of Agenda of the Regular Meeting of 06/02/2025, with any Additions, Corrections, or Deletions	<ul style="list-style-type: none"> Meeting began at 9:35 AM Agenda reviewed 	<ul style="list-style-type: none"> Motion to adopt the agenda by R. Cash, and 2nd by J. Perez. Unanimous. Motion approved.
2. Public Communication 2.01 Public Communication	<ul style="list-style-type: none"> Clarification provided that future committee meetings subject to the Brown Act will utilize a different platform than the Board's platform. 	<ul style="list-style-type: none"> No requests for public comments were received.
3. Approval of Minutes 3.01 Approval of Minutes of the Regular Meeting of 06/02/2025	<ul style="list-style-type: none"> Minutes reviewed 	<ul style="list-style-type: none"> Motion to approve the minutes by T. Rivas and 2nd by J. Perez Unanimous. Motion approved.
4. Action Items 4.01 Change Name of Committee to Equal Employment Opportunity (EEO) Plan Committee.	<ul style="list-style-type: none"> It was shared that the proposal is moving in a positive direction and recommended presenting the name change to other constituent groups for input and awareness. It was emphasized that constituent groups will be informed of the proposed name change. It was also 	<ul style="list-style-type: none"> Motion to approve the Change Name of Committee to Equal Employment Opportunity by T. Rivas and 2nd by L. Rodriguez Name changed unanimous. Motion approved.

	<p>noted that the committee's minutes, website, and meetings will support broader awareness.</p> <ul style="list-style-type: none">• An inquiry was made regarding the rationale behind the proposed name change.• It was clarified that the proposed name is intended to better align with the committee's focus on the EEO Plan.• It was noted that the proposed name offers greater clarity and underscores the committee's purpose and function.• Next step is for the name change to be presented at the President's Advisory Council (PAC)	
5. Reports 5.01 Committee Communication	<ul style="list-style-type: none">• It was noted that this is the final committee meeting of the academic year. A report is due by the end of the calendar year. The committee may receive communication and monitoring data related to fair hiring practices, with particular attention to underrepresentation of Asian and Hispanic individuals in the faculty and educational administrator classifications.• An inquiry was made regarding the legal aspects related to the committee's work, with a request to be informed of any changes, such as relevant guidance or federal developments that could impact the committee's responsibilities or direction.• Reference was made to Mt. SAC's use of the Handshake app in recruitment efforts, with emphasis placed on the importance of continuing to align hiring practices with the EEO Plan, particularly in raising target levels for underrepresented groups.	
6. Adjournment 6.01 Adjournment	<ul style="list-style-type: none">• The meeting was adjourned at 9:51 AM	<ul style="list-style-type: none">• Motion to adjourn the meeting by R. Cash, 2nd by T. Davé-Harris• Unanimous. Motion approved.

