

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Friday, October 8, 2021
11:00 am – 12:00 pm**

EEC Committee Members:

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|--|---|---|
| <input type="checkbox"/> Ahmadpour, Ali | <input type="checkbox"/> Justice, Lillian | <input type="checkbox"/> Williams, Robert |
| <input type="checkbox"/> Alamillo, Lucy | <input type="checkbox"/> Kunisaki, Sheryl | <input type="checkbox"/> Youn, Yumi |
| <input type="checkbox"/> Andrade, Argelia | <input type="checkbox"/> Kushigemachi, Scott | <input type="checkbox"/> Young, Lashanta |
| <input type="checkbox"/> Anzaldo, Carlos | <input type="checkbox"/> Kyte, Debbie | |
| <input checked="" type="checkbox"/> Aramburo, Julieta | <input type="checkbox"/> Langeveldt, Claire | |
| <input type="checkbox"/> Bailey, Nina | <input type="checkbox"/> Lemons, Marlow | |
| <input checked="" type="checkbox"/> Baquir, Mari | <input type="checkbox"/> Levine, Georgi | |
| <input type="checkbox"/> Baumunk, Jeff | <input type="checkbox"/> Marsh, Brandi | |
| <input type="checkbox"/> Blada, Michael | <input type="checkbox"/> McClelland, Darcie | |
| <input type="checkbox"/> Bond, Breeanna | <input type="checkbox"/> McCoy, Roxanne | |
| <input type="checkbox"/> Cervantes, Cynthia | <input type="checkbox"/> Miyashiro, Jane | |
| <input type="checkbox"/> Chaney, Van | <input type="checkbox"/> Morris, Wanda | |
| <input type="checkbox"/> Christophersen, Rick | <input checked="" type="checkbox"/> Patel, Dipte | |
| <input type="checkbox"/> Clemons, Lyn | <input checked="" type="checkbox"/> Pineda, Carolyn | |
| <input type="checkbox"/> Dela Cruz, Chris | <input type="checkbox"/> Plum, Lavonne | |
| <input type="checkbox"/> Fujiwara, Melissa | <input type="checkbox"/> Reyes, Idania | |
| <input type="checkbox"/> Gonzalez, Ricky | <input type="checkbox"/> Robertson, Gary | |
| <input type="checkbox"/> Greco, Gary | <input type="checkbox"/> Rouse, Beverly | |
| <input checked="" type="checkbox"/> Gutierrez, Edith | <input type="checkbox"/> Russell, Elizabeth | |
| <input checked="" type="checkbox"/> Gutierrez, Jorge | <input type="checkbox"/> Russell, Solomon | |
| <input type="checkbox"/> Hernandez, Arturo | <input type="checkbox"/> Sabio, Sabra | |
| <input type="checkbox"/> Hernandez, Maribel | <input checked="" type="checkbox"/> Sims, Jackie | |
| <input checked="" type="checkbox"/> Herrera Thomas, Hong | <input type="checkbox"/> Solarzano, Erika | |
| <input type="checkbox"/> Herrera, Xocoyotzin | <input type="checkbox"/> Striepe, Claudia | |
| <input type="checkbox"/> Herrschaft, Amy | <input type="checkbox"/> Smith, Maria | |
| <input type="checkbox"/> Huynh, Tiffany | <input type="checkbox"/> Toya, Greg | |
| <input type="checkbox"/> Iino, Kelsey | <input type="checkbox"/> Unda, Viviana | |
| <input checked="" type="checkbox"/> Ishikawa, Jaynie | <input checked="" type="checkbox"/> Webb, Amanda | |
| <input type="checkbox"/> Josephides, Analu | <input checked="" type="checkbox"/> Wells, Rex | |

AGENDA

11:00 – 11:15am	Welcome and Overview
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11:15 – 11:30am	EEO Subcommittee Updates: <ul style="list-style-type: none"> ○ Recruiting (Chair, Maria Smith) ○ Job Announcements (Chair, Maria Smith) ○ Measures of Underrepresentation (Chair, Jaynie Ishikawa) ○ EEO Rep/Committee Training (Chair, Jaynie Ishikawa) ○ Climate Survey (Chair, Carolyn Pineda) ○ Guest Speakers/Trainings (Co-Chairs Ali Ahmadpour and Sheryl Kunisaki)
11:30 – 11:45am	Fall 2021 Updates <ul style="list-style-type: none"> ● Goals for Fall 2021 ● Fall 2021 Subcommittee Meetings – Need to hold at least 1 per semester ● EEO Plan Updates – will be due June 2022 ● Consolidation of information and communication between various equity groups on campus
11:45 – 12:00pm	Assignments, plans for Fall 2021, etc.

Meeting Notes:

JCI greeted everyone and thanked everyone for serving on all of the subcommittees. She reminded everyone that this is the general EEO committee meeting, and the subcommittees will be meeting separately throughout the semester.

JCI informed the committee that the EEO Plan will be due in Spring 2022. The focus is on the data, where we can look at hiring trends and demographic data from our area, comparing to other similar colleges, and comparing ourselves to our students. Much of the focus of the committee this year will be on the progress of the plan. Huge thanks to Carolyn for her work on the data, and Roxanne for pulling the hard data in HR.

Carolyn Pineda pulled up the workforce analysis she’s been working on. JCI mentioned that the monitored groups are what are required by the Chancellor’s office. RW asked about retiring groups compared to incoming new hires, to see if progress is being made. CP said age has not been a factor yet, but that we do look at that separately. JCI said it’s an interesting metric and there are things that we might want to drill down into more, particularly information to give to hiring managers.

CP walked the committee through the updated distribution of the workforce (gender, ethnicity, etc.) and reviewed the position categories. She reiterated that we pull data to compare our workforce to the community, similar colleges, and our student body. RW asked about which colleges are chosen – JCI mentioned Pasadena, Cerritos, etc.; CP said that it’s not all of them and we try to focus on single college districts.

RW asked if this data would be broken down by division. JCI said we do that internally, but don’t necessarily put it into the report. Each one takes a significant amount of labor to process (Math was the more recent group processed), but the goal is eventually to do more work with that.

Biggest loss in terms of workforce from 2018-2020 was part-time faculty. Section reductions in 2020 may be due to the pandemic and other factors. RW asked if this was looked at in terms of comparable colleges. He said that some have not had the drop in enrollment that ECC had, and we may have lost students to Coastline due to the online factor since they've been doing that for a long time. JCI said they would be checking in with Academic Affairs on this as well for their perspective.

CP discussed the national trend of increase in female students. One of the reasons proposed was that more men decided to work during the pandemic. EG said that rather than enrollment, she feels we are losing male students after that point. RW asked if that was representative of the population in our service area, and CP said we need to look at that.

CP said the next section for update is the applicant pool (the funnel graphics). JCI and CP said they decided to focus on Fall 2019, because the pandemic would have an effect, and they feel this would present a truer picture for the one year analysis. The report itself will go through 2020.

RW asked what percentage of students were in the monitored group, CP said it's 87% of the students in a monitored group (non-white). JCI said that this is what the Measures of Underrepresentation committee is about if anyone else wants to join that committee as well.

JCI reminded the committee that the EEO plan looks at this in terms of our workforce, although we do take the student population into consideration. The EEO Plan is focused on workforce diversity, for our students and our institution.

This is such a huge area, so the subcommittees help to focus your input and make the most progress. She mentioned the EER training subcommittee – they have revised the EER training to include information on interrupting bias in the moment, based on subcommittee feedback. For the Guest Speakers/Training subcommittee, JCI and SK and AA are discussing combining it with the Professional Development Oversight Committee.

CP said that the employee climate survey response rate had a 34% response rate. They also did a student campus survey as well, their response rate was somewhat lower. Working with Viviana and Josh to release some infographics and on the online learning component. They are working on a full report as they usually do, but also want to focus on diversity and inclusion. RW asked if there was anything surprising in the survey results. CP said that because there are 2 or 3 year trends, there were downward trends in some areas. The managers seem to feel more engaged in terms of communication than faculty and staff.

JCI thanked all the members of all of the subcommittees for their hard work. She reminded everyone that if there are any subcommittees they wish to join or help chair, or if they have information to share with a committee, to reach out. The meeting was adjourned.