

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Thursday, April 15, 2021
11:00 am – 12:00 pm**

EEC Committee Members:

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

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 ○ Job Announcements ○ Measures of Underrepresentation ○ EEO Rep/Committee Training ○ Climate Survey ○ Guest Speakers/Trainings
11:30 – 11:45am	Spring 2021 Updates <ul style="list-style-type: none"> ● Status of Spring 2021 Subcommittee Meetings – Need to hold at least one per semester ● Meetings will be held via Zoom ● EEO Advisory Committee Approval of EEO Multiple Method Allocation Certification Form Due June 1, 2021 ● Consolidation of information and communication between various equity groups on campus
11:45 – 12:00pm	Assignments, plans for Spring 2021, etc.

Meeting Notes:

JCI greeted everyone and thanked everyone for serving on all of the subcommittees. JCI and AW walked everyone through the Multiple Method report and reviewed the various attachments. The committee gave verbal agreement to approve and submit the 2020-2021 Multiple Methods report to the Chancellor’s Office.

JCI gave an update on the EEO/Committee Training subcommittee. JCI and CL discussed the Interrupting Bias on Hiring Committees training that they are developing - how to identify statements that have an underlying bias, and how to interrupt that in a way that can make people feel more comfortable having the discussion. The hope is that the training will be about 10 minutes, include a handout, and will be able to be put up on Keenan. There has been a lot of feedback about hiring chairs needing training, so that’s forecasted for the future.

JCI gave an update on the Measures of Underrepresentation subcommittee. We have been working with the data showing representation and how to be able to give that to hiring committees as a reference point. JM said that training would be done during the key moment in the recruitment process; if it’s put out in a forum, it gets forgotten and/or not applied to the actual recruitment process.

JCI gave a quick update on the Climate Survey committee – it’s in progress. VU said the final drafts have been approved by the President, and they will be doing a pilot test, and are on schedule.

Maria Smith chairs the Recruitment and Job Announcements subcommittees and gave an update. MS said that for job announcements most of them had already been rolled out, but they have a Spring 2021 meeting planned to discuss specific language and further changes. There have been changes to remove the typing test from the job announcements. For Job Announcements there was discussion about where we were posting, and the data shows we are getting qualified pools. RW and JCI discussed how

department specific data would be helpful, because otherwise things can get skewed, and that that will be a focus as new data is acquired and analyzed.

VU attended a conference where they were explaining regulations for colleges, particularly Title IX, where there are more limitations on the definition and options for victims and asked about where ECC is in relation to that. JCI agreed, and said that those changes have been made to our new Title IX procedures, but that it does seem to create barriers for victims, and we are keeping an eye on the law given the new administration.

JM said she serves on the President's Advisory Committee and in particular the subcommittee on Employee Experience, and they are working on a different survey – the Employee Engagement Survey and doing a deeper dive into their motivations and what their experiences at work are in order to develop processes in response to the survey results.

NB gave an update on the USC Convening - one group went to Implicit Bias and the other went to Hiring Faculty of Color. The committee feels like maybe we're not doing enough, and didn't understand the processes of why we're doing things this way. Change takes time and awareness. CP gave them some statistics, and different members interpreted it differently, which shows the need for being careful that there is an understanding of what they're reading. VU said that the data is sensitive, and because of its importance it needs to be shared, but we need to be clear on what story the data is telling and what is expected of the audience receiving the data. JCI said that data correlates with the presentation the Measures of Underrepresentation subcommittee is working on.

NB said that not everyone is even aware of what implicit bias is, which can be uncomfortable, and that we need to start with education, and that's what's helpful about the subcommittees. JCI said that it really goes to show how much this work is interconnected and how important that integration and communication is.

JCI thanked everyone for their efforts on the subcommittees and encouraged reaching out to colleagues about serving as either an EER or on a subcommittee. The meeting was adjourned.