

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Wednesday, September 20, 2023
11:00 am – 12:00 pm**

EEC Committee Members:

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

AGENDA

11:00 – 11:15am	Welcome and Overview
11:15 – 12:00pm	2023 EEO Plan <ul style="list-style-type: none"> • 2023-2026 EEO Plan Status • Data Analysis and Component XIII Review

Meeting Notes:

JCI greeted everyone and introduced student participant Andres Osorio. She then gave a quick rundown of the changes for submission of the EEO Plan: we submit a draft to the Chancellor's Office, they give feedback, we resubmit, and then it goes to the Board for approval.

A. Ahmadpour asked about student participation on the committee. JCI said we reached out to the SDO, and let them know that we wanted to invite student participation on the EEO committee. AA asked if a student was interested if they could join, and JCI said that yes, the committee is open to anyone who wishes to participate. AA also asked about the relationship between police and EEO. JCI said that the TDI office handles complaints of unlawful discrimination and employees can come there if there is an issue along those lines.

JCI said that the goal for today's meeting is to focus on the two parts of the plan that are the most important substantively, and reiterated that this is not the final product. JCI reviewed the changes to sections of the plans. Section 10 is a description of how we collect data with a link to the data itself. The body of the actual report is shorter, and the appendices are the heart of the plan.

JCI reviewed the District Workforce Analysis, which goes over the monitored groups and job classifications. We have to use the most recent data we have, which is from Fall 2022, and covers gender distribution, monitored groups broken down by job category, etc. Data covers 2020-2022.

AA asked about groups based on faith, such as Muslims. JCI said that there are many groups that are worth discussing but that aren't classified as monitored groups for purposes of the EEO Plan, and that she's happy to meet with AA to discuss issues.

JCI walked the committee through the section measuring underrepresentation, and said that a big part of this is understanding who we are measuring ourselves against. The Chancellor's Office has given guidance and recommendations based on weighted availability, which is a custom blend of who we compare ourselves to and how much weight is given. We have made the decision to give 50% to our student population.

C. Pineda said that the Chancellor's Office has given them a lot more structured guidance which has been helpful. She reviewed the various data sources used. CP used an availability worksheet to plug in the census numbers, which gave the percentages for weighted availability data and ECC's employee data.

JCI said the level of utility will vary for each of the figures and charts and with CP did a brief rundown of trends and percentages for each. R. Wells asked about the ratio and why that was changing, and JCI said that's what the committee is for, to review the data and propose ways to improve. RW asked about age, and JCI clarified that that's not one of the considered factors, but it could maybe be incorporated into Component 13.

DM mentioned that the numbers are so small that she knows who these people are internally, and wondered if that was a concern. JCI and CP said that they had discussed it, and after review of other colleges' plans, they did not suppress the data, and that when they did, it obliterates the relevancy of many of the tables, but that the group could certainly discuss if that was something they wanted to do.

JCI covered several tables showing qualified vs hired applicants, and discussed that the adverse impact is occurring at the search committee level at interviews. CP said the adverse impact is based on the 80% rule, and is highlighted for each job category.

AA asked CP to define suppressing and what we do not see is the process of how these applicants are chosen/elected, and he has seen a lot of issues with the process. JCI said that the process is described in the narrative, but that the data does highlight certain parts of the process, such as who is selected for interview, etc. CP showed an example of suppressing the data (<10), rather than listing the number, which gives you an idea, but is not as informative. The committee responded favorably to not suppressing the data. CP said the data is not in the plan, but a link to the data is included, which is different than what has been done in the past.

J. Aramburo asked if we have a breakdown of the search committees, or if that's tracked, if we can see that across the board. JCI said that information is there, but hasn't been pulled for purposes of the plan.

JCI reviewed Component 13. Component 13 is a grid demonstrating what we will do to address adverse impact, where we list goals, who the point person is, and how we measure it. It is broken down into three stages: pre-hiring, hiring, and post-hiring with goals for years 1, 2, and 3. Some of the areas addressed were committee participation, training, marketing, job descriptions, job announcements, etc.

JCI said they will get a draft out for everyone to review and will hold another meeting next week for approval before submitting to the Chancellor's Office. JCI mentioned that we may be forming another subcommittee regarding the hiring process (prior to committee getting together, although it can also include that), maybe educating committee members on the steps HR takes, such as screening. Some other schools are recommending the committee be able to provide feedback.

JCI said she appreciates everyone's patience and input and realizes there was a lot covered, and thanked all the members of all of the subcommittees for their ongoing hard work and efforts. She reminded everyone that if there are any subcommittees they wish to join or help chair, to reach out. The meeting was adjourned at approximately 12:07pm.