

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Wednesday, April 19, 2023
11:30 am – 12:30 pm**

EEC Committee Members:

<input type="checkbox"/> Ahmadpour, Ali	<input type="checkbox"/> Justice, Lillian
<input type="checkbox"/> Alamillo, Lucy	<input type="checkbox"/> Kunisaki, Sheryl
<input type="checkbox"/> Andrade, Argelia	<input checked="" type="checkbox"/> Kushigemachi, Scott
<input type="checkbox"/> Anzaldo, Carlos	<input type="checkbox"/> Kyte, Debbie
<input type="checkbox"/> Aramburo, Julieta	<input checked="" type="checkbox"/> Lemons, Marlow
<input checked="" type="checkbox"/> Bailey, Nina	<input type="checkbox"/> Levine, Georgi
<input type="checkbox"/> Baquir, Mari	<input checked="" type="checkbox"/> McClelland, Darcie
<input type="checkbox"/> Baumunk, Jeff	<input type="checkbox"/> McCoy, Roxanne
<input type="checkbox"/> Blada, Michael	<input type="checkbox"/> Miyashiro, Jane
<input 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 type="checkbox"/> Christophersen, Rick	<input type="checkbox"/> Robertson, Gary
<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 type="checkbox"/> Greco, Gary	<input type="checkbox"/> Sims, Jackie
<input type="checkbox"/> Gutierrez, Edith	<input type="checkbox"/> Solarzano, Erika
<input type="checkbox"/> Gutierrez, Jorge	<input checked="" type="checkbox"/> Smith, Maria
<input type="checkbox"/> Hernandez, Arturo	<input checked="" type="checkbox"/> Unda, Viviana
<input type="checkbox"/> Hernandez, Maribel	<input checked="" type="checkbox"/> Webb, Amanda
<input type="checkbox"/> Herrera Thomas, Hong	<input type="checkbox"/> Wells, Rex
<input type="checkbox"/> Herrera, Xocoyotzin	<input type="checkbox"/> Williams, Robert
<input type="checkbox"/> Herrschaft, Amy	<input type="checkbox"/> Youn, Yumi
<input type="checkbox"/> Huynh, Tiffany	<input type="checkbox"/> Young, Lashanta
<input type="checkbox"/> Iino, Kelsey	
<input checked="" type="checkbox"/> Ishikawa, Jaynie	
<input type="checkbox"/> Josephides, Analu	

AGENDA

11:00 – 11:15am	Welcome and Overview
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)

	<ul style="list-style-type: none"> ○ Guest Speakers/Trainings (Co-Chairs Ali Ahmadpour and Sheryl Kunisaki)
11:30 – 11:45am	<p>2023 EEO Plan</p> <ul style="list-style-type: none"> • 2023-2026 EEO Plan Status • New Submission Timeline – October 2023 • EEO Advisory Committee Approval of EEO Multiple Method Allocation Certification Form Due June 1, 2023
11:45 – 12:00pm	<p>Spring 2023 Updates</p> <ul style="list-style-type: none"> • Spring 2023 Subcommittee Meetings – Need to have held at least 1 this semester • Assignments, plans for Summer/Fall 2023, etc.

Meeting Notes:

JCI greeted everyone and thanked everyone for serving on all of the subcommittees.

JCI gave an update on the status of the EEO Plan and the extended deadline of October 2023. Since there is more time, we will be working to get a draft to this committee at the end of summer, with enough time to submit it to the Chancellor’s Office. Once we receive it back and make any suggested changes, then it will go to the Board of Trustees.

AW gave an update on the Multiple Method Allocation Certification form that has been due annually in June. She spoke with Dr. Buul today and it turns out they are not going to have districts submit the report in the usual fashion, but will be releasing a memo shortly with guidance as to how to incorporate that information into the EEO Plan instead. Since AW starts working on this report in July to have it ready for submission, getting the news this late was disheartening, but AW and JCI are hoping to be able to incorporate the collected data and narrative into the EEO Plan.

CP covered the EEO Plan webinar that she had attended, and let the committee know that the guidance was made available through the Chancellor’s Office vision resource system, but there was no notification that that was the case. CP said that the Chancellor’s Office has created an EEO data plan curriculum consisting of 5 modules, which goes through how to report the measures of underrepresentation, adverse impact, how to present EEO data to stakeholders, how to use data in strategic initiatives, and for policy. Modules are more detailed than expected, they give us census data, tell you how to pull it, etc., in addition to applicant data. Communication wasn’t strong as to how and when things would be available, but now we can move forward.

JCI and AW walked everyone through the Multiple Method Certification Form with attachments that had been prepared for submission to the Chancellor’s Office, but now wasn’t going forward. In case there was a change or a reverse decision regarding that, the General EEO Committee approved the Multiple Method Certification Form for submission.

DM asked why we don’t incorporate diversity into evaluation and tenure. JCI said that that would need to be addressed through negotiation, with the faculty, the Deans, etc., since the process for evaluation is laid out in the bargaining agreement.

MS said that for job announcements, the committee has reached an end, so if there were other aspects to take on, maybe they could become a new committee and work to address that. DM said that the committee would need to include a Senate Rep. and someone appointed by the Federation. She said the faculty have expressed frustration about people who have decided that equity is not part of their job, and it would be good to have a way to hold people accountable. JCI said that the new committee will need a chair, and DM said she could chair in the fall, when she's not running Senate.

SK said that there are regulatory changes and guidance forthcoming for Title V (Including Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review of District Employees") for a state working group that will then be negotiated locally. This would include classified and administrators as well. DM said they've been talking about putting out guidance for years now, so it would likely be better to get started. JCI said they will check in in the fall and reminded everyone that anyone can participate.

NB asked for clarification as to the Job Announcement subcommittee and MS said that due to the committee, the job announcements have changed and have a lot of equity resources and information about the college. In reviewing the EEO Plan, really the only thing left is the job descriptions, but the committee can't address those. HR does address it in the recruitment process, but there wasn't anything else for the committee to address that they felt would be impactful. She reiterated that they were open to taking on a new subject or part of the EEO Plan, but could reconvene for purpose of job announcements if needed in the future.

JCI thanked all the members of all of the subcommittees for their ongoing hard work and efforts. The meeting was adjourned.