



El Camino College

Office of Title IX, Diversity,
and Inclusion

Fall 2024

General EEO Committee Meeting

Via Zoom

Wednesday, September 25, 2024

11:00 am – 12:00 pm

EEO Committee Members:

- | | | |
|--|---|---|
| 1. ___ Agu, Chidinma | 23. ___ Herrera Thomas, Hong | 45. <input checked="" type="checkbox"/> Pineda, Carolyn |
| 2. ___ Ahmadpour, Ali | 24. ___ Herrera, Xocoyotzin | 46. ___ Plum, Lavonné |
| 3. ___ Alamillo, Lucy | 25. ___ Herrschaft, Amy | 47. ___ Roberts, Brett C.S. (BoT) |
| 4. ___ Andrade, Argelia | 26. ___ Huynh, Tiffany | 48. ___ Rouse, Beverly |
| 5. ___ Anzaldo, Carlos | 27. ___ Iino, Kelsey | 49. ___ Russell, Elizabeth |
| 6. ___ Aramburo, Julieta | 28. <input checked="" type="checkbox"/> Iravanchy, Sydney (Student Rep) | 50. ___ Russell, Solomon |
| 7. ___ Bailey, Nina | 29. <input checked="" type="checkbox"/> Ishikawa, Jaynie (Chair) | 51. ___ Sabio, Sabra |
| 8. ___ Baumunk, Jeff | 30. ___ Justice, Lillian | 52. ___ Sims, Jacquelyn |
| 9. ___ Blada, Michael | 31. <input checked="" type="checkbox"/> Kunisaki, Sheryl | 53. <input checked="" type="checkbox"/> Smith, Maria |
| 10. <input checked="" type="checkbox"/> Bond, Breeanna | 32. <input checked="" type="checkbox"/> Kushigemachi, Scott | 54. ___ Solorzano, Erika |
| 11. ___ Casillas, Miguel (Student Rep) | 33. ___ Kyte, Debbie | 55. ___ Stein, Dulce (Student Rep) |
| 12. ___ Cervantes, Cynthia | 34. ___ Lemons, Marlow | 56. <input checked="" type="checkbox"/> Streicker, Nicole |
| 13. ___ Chaney, Van | 35. ___ Levine, Georgi | 57. ___ Suarez, Jason |
| 14. ___ Christophersen, Rick | 36. <input checked="" type="checkbox"/> Martinez Garcia, Sandra | 58. <input checked="" type="checkbox"/> Unda, Viviana |
| 15. ___ Cooper, Yamonte | 37. ___ McClelland, Darcie | 59. ___ Valle, Gerson |
| 16. ___ Fujiwara, Melissa | 38. ___ McCoy, Roxanne | 60. <input checked="" type="checkbox"/> Webb, Amanda |
| 17. ___ Gonzalez, Ricky | 39. <input checked="" type="checkbox"/> Miyashiro, Jane | 61. <input checked="" type="checkbox"/> Wells, Chris |
| 18. ___ Gray, Jill | 40. <input checked="" type="checkbox"/> Moreno, Edgar (Student Rep) | 62. ___ Williams, Robert |
| 19. <input checked="" type="checkbox"/> Greco, Gary | 41. ___ Murakawa, Trisha (BoT) | 63. ___ Youn, Yumi |
| 20. ___ Gutierrez, Edith | 42. <input checked="" type="checkbox"/> Nguyễn, Connie | 64. ___ Young, Lashanta |
| 21. ___ Hernandez, Arturo | 43. ___ Osorio, Andres (Student Rep) | |
| 22. ___ Hernandez, Maribel | 44. ___ Patel, Dipte | |

AGENDA:

11:00 – 11:05 am	Welcome and Overview
11:05 – 11:35 am	2024-2027 EEO Plan - EEO Annual Certification Form <ul style="list-style-type: none"> Recap EEO Plan Goals
11:35 – 12:00 pm	EEO Subcommittee Updates: <ul style="list-style-type: none"> Recruitment & Outreach (Chair, Maria Smith) Screening & Selection Process (Chair, Maria Smith) Measures of Underrepresentation (Chair, Jaynie Ishikawa) EER/Committee Member Training (Chair, Jaynie Ishikawa) Campus Climate Survey (Chair, Carolyn Pineda) Professional Development - Guest Speakers/Workshops/Events/Training (Co-Chairs Ali Ahmadpour, Sheryl Kunisaki, and Darcie McClelland)



MEETING NOTES:

JCI welcomed everyone and gave a brief overview of this committee.

2024-2027 EEO Plan - EEO Annual Certification Form

- Board Approved: 9/4/2024
- Submitted to Chancellor's Office: 9/17/2024 (received confirmation of submission 9/18)
- AW provided a recap of the Certification Form elements:
 - Certified recorded and reported parts
 - Applicant data – collection, reporting, analysis
 - Strategies/yearly goals related to Component 13
 - Harassment/discrimination complaints (not all of TDI complaints, specific to Title 5)
 - Usage of EEO funds
- This is a new requirement – so this first form requested multiple years of data. So the upcoming submissions will be less cumbersome.
- The final version will be added to the department [EEO webpage](#), but feel free to reach out to AW if you'd like it emailed to you.

EEO Committee/Subcommittee Updates:

- JCI shared the goals from the annual certification form for each subcommittee.
 - Reminder that these were already part of the District's [EEO Plan](#) (see Component 13).
 - NS will email list to each of the Chairs.
 - Acknowledged that there are a lot, it is a lot of work, but reminded that these are goals.
- AW asked if we compare the applicant pool vs. advertisement venue?
 - MS: We review in HR, will bring it to committee. But currently focused on the rubric creation.
 - JM: we can track, haven't been collecting on a regular basis, but is asked on the applications.
- JM: recognized that many initiatives were developed as part of this plan. Emphasized the importance of setting realistic expectations given the large scope and number of goals. JM, MS, & JCI will be working on prioritizing different initiatives for years 1, 2, and 3 and bring it back to this committee. JM, MS, & JCI will be meeting to go over the goals of the EEO Plan/Certification Form, map it back to the People Plan, which connects to the Comprehensive Integrated Plan (CIP). All connected.
- CP: please invite me to any subcommittees when you begin discussing surveys. IR&P can help to develop instruments properly.

Fall 2024 Updates/Reminders

- Fall 2024 Meeting dates: 9/25/2024 11-12 & 12/4/2024 11-12 on zoom
- JCI reminded Subcommittee Chairs to schedule their meetings. Each subcommittee should meet at least once per term (twice would be great). Please communicate meeting dates to our office (we document and submit to the Chancellor's Office).



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- If anyone is interested in this work, please reach out to join any of the subcommittees. It is an open call all the time and anyone can join. We need a variety of perspectives, students, job classifications, etc.

The meeting was adjourned at approximately 11:32 am.