



Fall 2024

General EEO Committee Meeting

Via Zoom

Wednesday, December 11, 2024

11:00 am – 12:00 pm

EEO Committee Members

- | | | |
|---|--|---|
| 1. <input checked="" type="checkbox"/> Agu, Chidinma | 25. <input type="checkbox"/> Hernandez, Maribel | 49. <input checked="" type="checkbox"/> Pineda, Carolyn |
| 2. <input type="checkbox"/> Ahmadpour, Ali | 26. <input type="checkbox"/> Herrera Thomas, Hong | 50. <input checked="" type="checkbox"/> Plum, Lavonné |
| 3. <input type="checkbox"/> Alamillo, Lucy | 27. <input type="checkbox"/> Herrera, Xocoyotzin | 51. <input type="checkbox"/> Roberts, Brett C.S. (BoT) |
| 4. <input type="checkbox"/> Andrade, Argelia | 28. <input type="checkbox"/> Herrschaft, Amy | 52. <input type="checkbox"/> Rouse, Beverly |
| 5. <input type="checkbox"/> Aramburo, Julieta | 29. <input type="checkbox"/> Huynh, Tiffany | 53. <input type="checkbox"/> Russell, Elizabeth |
| 6. <input checked="" type="checkbox"/> Bailey, Nina | 30. <input type="checkbox"/> Iino, Kelsey | 54. <input type="checkbox"/> Russell, Solomon |
| 7. <input checked="" type="checkbox"/> Baumunk, Jeff | 31. <input checked="" type="checkbox"/> Ishikawa, Jaynie (Chair) | 55. <input type="checkbox"/> Sabio, Sabra |
| 8. <input type="checkbox"/> Blada, Michael | 32. <input type="checkbox"/> Justice, Lillian | 56. <input type="checkbox"/> Sachdev, Vineeta |
| 9. <input checked="" type="checkbox"/> Bond, Breeanna | 33. <input type="checkbox"/> Kunisaki, Sheryl | 57. <input type="checkbox"/> Sims, Jacquelyn |
| 10. <input checked="" type="checkbox"/> Camacho, Carla | 34. <input type="checkbox"/> Kushigemachi, Scott | 58. <input checked="" type="checkbox"/> Smith, Maria |
| 11. <input type="checkbox"/> Capistran, Guadalupe | 35. <input type="checkbox"/> Kyte, Debbie | 59. <input type="checkbox"/> Solorzano, Erika |
| 12. <input type="checkbox"/> Casillas, Miguel (Student Rep) | 36. <input checked="" type="checkbox"/> Lemons, Marlow | 60. <input checked="" type="checkbox"/> Soohoo, Erica |
| 13. <input type="checkbox"/> Casillas, Veronica | 37. <input type="checkbox"/> Levine, Georgi | 61. <input type="checkbox"/> Stein, Dulce (Student Rep) |
| 14. <input type="checkbox"/> Cervantes, Cynthia | 38. <input type="checkbox"/> Lipscomb, La Shonda | 62. <input checked="" type="checkbox"/> Streicker, Nicole |
| 15. <input type="checkbox"/> Chaney, Van | 39. <input checked="" type="checkbox"/> Martinez Garcia, Sandra | 63. <input type="checkbox"/> Suarez, Jason |
| 16. <input type="checkbox"/> Christophersen, Rick | 40. <input checked="" type="checkbox"/> McClelland, Darcie | 64. <input checked="" type="checkbox"/> Unda, Viviana |
| 17. <input type="checkbox"/> Cooper, Yamonte | 41. <input type="checkbox"/> McCoy, Roxanne | 65. <input checked="" type="checkbox"/> Valle, Gerson |
| 18. <input type="checkbox"/> Fujiwara, Melissa | 42. <input checked="" type="checkbox"/> Miyashiro, Jane | 66. <input checked="" type="checkbox"/> Webb, Amanda |
| 19. <input checked="" type="checkbox"/> Gonzalez, Ricky | 43. <input type="checkbox"/> Moreno, Edgar (Student Rep) | 67. <input type="checkbox"/> Wells, Chris |
| 20. <input type="checkbox"/> Gray, Jill | 44. <input type="checkbox"/> Murakawa, Trisha (BoT) | 68. <input type="checkbox"/> Williams, Robert |
| 21. <input type="checkbox"/> Greco, Gary | 45. <input checked="" type="checkbox"/> Nguyễn, Connie | 69. <input type="checkbox"/> Youn, Yumi |
| 22. <input type="checkbox"/> Gutierrez, Edith | 46. <input type="checkbox"/> Osorio, Andres (Student Rep) | 70. <input type="checkbox"/> Young, Lashanta |
| 23. <input type="checkbox"/> Hanoa, Amy | 47. <input type="checkbox"/> Patel, Dipte | |
| 24. <input type="checkbox"/> Hernandez, Arturo | 48. <input checked="" type="checkbox"/> Perez, Grace | |

AGENDA

11:00 – 11:05 am	Welcome, Overview & EEO General Committee Updates
11:05 – 11:20 am	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)
11:20 am -12:00 pm	2024 Employee Campus Climate Survey Presentation



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MEETING NOTES

- JCI started the meeting with a brief introduction to this committee sharing that specific work is completed within the subcommittees. Then segued into subcommittee updates.

EEO Committee/Subcommittee Updates

- Recruitment & Outreach (MS)
 - Update on the new rubric developed as a result of the EEO Plan.
 - This rubric is specific for management positions and hopes to pilot it soon.
 - The rubric is intended to be utilized by search committees to help in evaluating applicants and rating them on the statement which is in job announcements where it states that applicants must be sensitive to and have an understanding of diverse academic, socioeconomic, cultural, ethnic backgrounds of students and persons with disabilities.
 - Process: MS to meet w/ committee, explain the rubric, and after screening applicants, give the committee a survey to collect their feedback on the use of the rubric.
 - This is pending HR approval.
 - If this is work you are interested in, please join this subcommittee!
- Screening & Selection Process
- Measures of Underrepresentation (JCI)
 - As part of the EEO Plan, the Chancellor's Office gives us a general formula and asks us to look at adverse impact when going through applicant data.
 - In spring we will be looking at how we perform this analysis using a sample dataset to begin discussion on if this is something we are able to do, modifications needed, what training is required to be able to interpret the data.
- EER/Committee Member Training (JCI)
 - Training is required under California Code of Regulations.
 - The committee proposed changes on the Statement of Confidentiality Form to clarify the types of conflicts that must be disclosed.
 - If this is something you are interested in, participate in this committee! Improve our process!
- Campus Climate Survey (VU)
 - Presentation on the spring 2024 Employee Climate Survey (see PDF report).
 - Presentation was given to this subcommittee who gave feedback and changes were implemented on the presentation.
 - VU commented on the trend of the number of people not answering demographic questions (lack of trust?).
 - Questions/Feedback:
 - ML: Can you address again what made the statistics for an item average satisfaction versus high satisfaction?



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- CN: Details on page 11 of the PDF. High - 70-100%; Avg 50 - 69; Low 0 – 49.
- VU: Clarified and it was addressed in presentation.
- JCI: subcommittee discussion on rate of ppl who decline to identify self. Thoughts?
 - CP: third time doing this survey & got many questions regarding concerns of confidentiality and wanting to ensure anonymity.
- NB: question on slide 54 – where is this being addressed? “Talk to executive leadership about concerns.”
 - VU: All areas regarding executive leadership are planned to be addressed through the action plan which resulted from the Employee Engagement Survey.
 - JM: was discussed in focus groups (by 3rd party).
 - Subcommittee called the Employee Experience to discuss action plans. Will bring to executive cabinet to review.
 - Probably host another town hall.
 - Overlap w/ survey & engagement survey – redundancy.
- JM: liked the proposed suggestions, delegated to appropriate committees that focus on the specific issues.
- GP: shared feedback from constituency group with specific questions on each section.
 - VU: Happy to come back and share periodic updates if appropriate for accountability.
 - GP: will send list of questions/concerns to VU.
- NB: do individuals know who they can contact if they have a concern (regarding the Employee Experience Subcommittee). Is it possible to publish list of committees/members/chairs so people know who to contact to address questions?
 - Employee Experience Subcommittee is part of the President's Advisory Committee on Race and Equity. Your rep on that committee Erika Yates.
 - GP: I think it would be helpful to publicize the names of the members of the Race and Equity committee on the district website.
- Professional Development - Guest Speakers/Workshops/Events/Training

Fall 2024 Updates/Reminders (JCI)

- If anyone is interested in this work, please reach out to NS to join any of the subcommittees. It is an open call all the time and anyone can join.
- If there is general feedback you want to give, you can always send an email to JCI, AW, and/or NS!
- The best way to provide comments is through the subcommittees.
- We will meet again in the spring.



Tentative Spring 2025 Meeting Dates

- Equal Employment Opportunity (EEO) General Committee
 - [Wednesday 3/26/25 11-12](#)
 - [Wednesday 5/14/25 11-12](#)
- Recruitment & Outreach EEO Sub-Committee
- Screening & Selection Process EEO Sub-Committee
- Measures of Underrepresentation EEO Sub-Committee
 - [Wednesday 4/9/25 11-12](#)
- EER/Committee Member Training EEO Sub-Committee
 - [Wednesday 4/30/25 11-12](#)
- Campus Climate Survey EEO Sub-Committee
- Professional Development - Guest Speakers/Workshops/Events/Training EEO Sub-Committee

JCI thanked everyone for being here and the meeting was adjourned at approximately 11:55 am.