

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Tuesday, December 3, 2020
11:00 am – 12:00 pm**

EEC Committee Members:

<input type="checkbox"/> Ahmadpour, Ali	<input checked="" type="checkbox"/> Josephides, Analu	<input checked="" type="checkbox"/> Wells, Rex
<input type="checkbox"/> Alamillo, Lucy	<input checked="" type="checkbox"/> Justice, Lillian	<input type="checkbox"/> Williams, Robert
<input type="checkbox"/> Andrade, Argelia	<input type="checkbox"/> Kunisaki, Sheryl	<input checked="" type="checkbox"/> Youn, Yumi
<input type="checkbox"/> Anzaldo, Carlos	<input checked="" type="checkbox"/> Kushigemachi, Scott	<input checked="" type="checkbox"/> Young, Lashanta
<input checked="" type="checkbox"/> Aramburo, Julieta	<input checked="" type="checkbox"/> Kyte, Debbie	
<input checked="" type="checkbox"/> Bailey, Nina	<input checked="" type="checkbox"/> Langeveldt, Claire	
<input type="checkbox"/> Baquir, Mari	<input checked="" type="checkbox"/> Lemons, Marlow	
<input checked="" type="checkbox"/> Baumunk, Jeff	<input checked="" type="checkbox"/> Levine, Georgi	
<input type="checkbox"/> Blada, Michael	<input type="checkbox"/> Marsh, Brandi	
<input type="checkbox"/> Bond, Breeanna	<input checked="" type="checkbox"/> McClelland, Darcie	
<input type="checkbox"/> Cervantes, Cynthia	<input checked="" type="checkbox"/> McCoy, Roxanne	
<input type="checkbox"/> Chaney, Van	<input type="checkbox"/> Miyashiro, Jane	
<input checked="" type="checkbox"/> Christophersen, Rick	<input type="checkbox"/> Morris, Wanda	
<input checked="" type="checkbox"/> Clemons, Lyn	<input type="checkbox"/> Patel, Dipte	
<input type="checkbox"/> Dela Cruz, Chris	<input checked="" 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 checked="" type="checkbox"/> Gonzalez, Ricky	<input checked="" type="checkbox"/> Rouse, Beverly	
<input checked="" type="checkbox"/> Greco, Gary	<input type="checkbox"/> Russell, Elizabeth	
<input checked="" type="checkbox"/> Gutierrez, Edith	<input type="checkbox"/> Russell, Solomon	
<input checked="" type="checkbox"/> Gutierrez, Jorge	<input type="checkbox"/> Sabio, Sabra	
<input checked="" type="checkbox"/> Hernandez, Arturo	<input type="checkbox"/> Sims, Jackie	
<input type="checkbox"/> Hernandez, Maribel	<input type="checkbox"/> Solarzano, Erika	
<input checked="" 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 checked="" 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 (<u>New Co-Chairs</u>)
11:30 – 11:45am	Fall 2020 Updates <ul style="list-style-type: none"> • Start Planning for Spring 2021 Subcommittee Meetings – Need to hold at least one per semester • Meetings will be held via Zoom • Prop 16: Repeals Proposition 209 (Did Not Pass) • 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.

Maria Smith chairs the Recruitment and Job Announcements subcommittees, and she said they had met and discussed and came up with ideas about venues for job advertising. Prism is the one venue that the CUE Institute has advertised and HR is in the process of reaching out to see if they can add that to their recruiting advertisement. They also discussed using membership as leverage – sharing our recruiting information with those institutions. JCI added that our employees are our face and we need to support equity-minded memberships for as many people at our institution as possible.

MS gave a Job Announcements Subcommittee update. They are going to put in a recommendation to HR to use the job announcement that has the information for the college such as student breakdown and ECC's mission statement for all job announcements (right now it is only used for FT Faculty and Administrators, not Classified or PT). They believe it is good information to put out there to share with the applicants as far as our missions and values.

JCI gave an update on the Measures of Underrepresentation subcommittee – looking at the breakdown of our student population, and our workforce, and how that compares to other community colleges. She said there had been a lot of discussion as to what we do with this data and it was determined that it would be a good idea to develop a short presentation on the data explaining who we are as a workforce and who are students are to share with hiring committees. Right now we have the EEO video, and this would be an addition to that. JCI reviewed the slide data that she and CP have been working on. The goal is to raise awareness and look at how implicit biases might be contributing to our hiring processes.

Carolyn Pineda said she will be sending out an invite to the Climate Survey subcommittee soon, and the last climate survey that was done for review and they'll be getting started. There are going to be student and employee campus climate surveys in the spring and the committee will be discussing the best focus and methods for doing that.

JCI thanked Sheryl and Ali for stepping up as the new chairs for the Events/Training/Guest Speakers subcommittee and gave a committee update. It's a very high visibility subcommittee – uses EEO funds to sponsor events, guest speakers, etc. There were concerns regarding the number of various groups of campus that want to find and bring different trainings and speakers, and how to make sure communication is happening so we are not duplicating efforts and are able to utilize everyone's expertise. SK spoke with CM regarding using an existing webpage to have a form requesting an event, training, or speaker, etc. CDC developed a form years back for student activity groups to use, so that could be used as a template. The goal is development of a more formalized process and consolidation of resources.

There was discussion of consolidation of information and bringing together representatives from various areas of the college working towards equity such as the President's Race and Equity committee, SEAC, the Senate, and the Office of Title IX, Diversity, and Inclusion.

JCI informed the committee that Prop 16 had not passed, and so would not affect any of this work at this time.

Everyone thanked JCI and the subcommittees for all their work and the updates, and expressed positivity about the direction that the college is headed in.

JCI said that if there are any subcommittees anyone is not on but that they would like to join to reach out to the TDI office and we will add them. The meeting was adjourned.