

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Tuesday, June 1, 2021
11:00 am – 12:00 pm**

EEC Committee Members:

<input type="checkbox"/> Ahmadpour, Ali	<input 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 checked="" type="checkbox"/> Kunisaki, Sheryl	<input type="checkbox"/> Youn, Yumi
<input type="checkbox"/> Anzaldo, Carlos	<input checked="" type="checkbox"/> Kushigemachi, Scott	<input type="checkbox"/> Young, Lashanta
<input type="checkbox"/> Aramburo, Julieta	<input type="checkbox"/> Kyte, Debbie	
<input checked="" type="checkbox"/> Bailey, Nina	<input checked="" type="checkbox"/> Langeveldt, Claire	
<input checked="" type="checkbox"/> Baquir, Mari	<input checked="" type="checkbox"/> Lemons, Marlow	
<input type="checkbox"/> Baumunk, Jeff	<input type="checkbox"/> Levine, Georgi	
<input type="checkbox"/> Blada, Michael	<input type="checkbox"/> Marsh, Brandi	
<input type="checkbox"/> Bond, Breeanna	<input 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 type="checkbox"/> Christophersen, Rick	<input type="checkbox"/> Morris, Wanda	
<input type="checkbox"/> Clemons, Lyn	<input checked="" type="checkbox"/> Patel, Dipte	
<input checked="" type="checkbox"/> Dela Cruz, Chris	<input checked="" type="checkbox"/> Pineda, Carolyn	
<input checked="" type="checkbox"/> Fall, Holly	<input type="checkbox"/> Plum, Lavonne	
<input type="checkbox"/> Fujiwara, Melissa	<input type="checkbox"/> Reyes, Idania	
<input type="checkbox"/> Gonzalez, Ricky	<input type="checkbox"/> Robertson, Gary	
<input type="checkbox"/> Greco, Gary	<input type="checkbox"/> Rouse, Beverly	
<input checked="" type="checkbox"/> Gutierrez, Edith	<input type="checkbox"/> Russell, Elizabeth	
<input checked="" type="checkbox"/> Gutierrez, Jorge	<input type="checkbox"/> Russell, Solomon	
<input type="checkbox"/> Hernandez, Arturo	<input type="checkbox"/> Sabio, Sabra	
<input type="checkbox"/> Hernandez, Maribel	<input type="checkbox"/> Sims, Jackie	
<input checked="" type="checkbox"/> Herrera Thomas, Hong	<input type="checkbox"/> Solarzano, Erika	
<input type="checkbox"/> Herrera, Xocoyotzin	<input type="checkbox"/> Striepe, Claudia	
<input checked="" type="checkbox"/> Herrschaft, Amy	<input checked="" type="checkbox"/> Smith, Maria	
<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	<p>EEO Subcommittee Updates:</p> <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) ○ Guest Speakers/Trainings (Co-Chairs Ali Ahmadpour and Sheryl Kunisaki)
11:30 – 11:45am	<p>Spring 2021 Updates</p> <ul style="list-style-type: none"> ● Goals for Fall 2021 ● EEO Plan Updates – will be due June 2022 ● Submission of Multiple Methods Form ● Consolidation of information and communication between various equity groups on campus
11:45 – 12:00pm	Assignments, plans for Fall 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. She said we are looking into getting Prism to reach a wider pool of diverse applicants. For Job Announcements there was discussion of expanding the scope, and how job announcements are approved. MS said they were going to do research on their end and work towards providing information to hiring managers. Internally, there have been some very successful changes to job announcements - Library and Learning Media Tech basically revamped their entire job announcement content, and the subcommittee wants to provide managers with what the ups and downs were. JCI said often a very old version of a general announcement was being used, and it's exciting to have that move in a new direction.

JCI gave an update on the Measures of Underrepresentation subcommittee. She said they've really been working on a 10 minute data presentation on what ECC's demographics are, aimed toward people serving on a hiring committee. The data is slightly old and is pulled from the EEO plan – as an example, hiring funnels show all the people who applied, all who were qualified, all who were selected for interview, etc. JCI mentioned that the EEO plan is due in June of 2022, and so the focus of this committee going forward will be compiling accurate data in terms of completing that.

Carolyn Pineda gave an update on the Campus Climate Survey. She said they had just recently released a campus survey and were trying to get completion rates at least as high as 2018. May 14th was the initial deadline, but the response rate was at 14%. Viviana Unda sent out e-mails to encourage people to complete. CP said that as of this morning they are at 32%, which is closer to the goal. VU provided the survey link in the chat for those who haven't completed or wanted to share it.

JCI gave an update on EEO/Committee Member training. They developed a Bystander Intervention training with the goal of using it to train hiring committee members, and incorporated pieces of that

into the EER training. Feedback from multiple sources, including the subcommittee from the President's committee that HR VP Jane Miyashiro is on, has been that hiring managers need training, and HR is in the process of developing that.

Sheryl Kunisaki gave an update on the Events/Guest Speakers/Training subcommittee. She thanked Chris Dela Cruz for helping to develop a Formstack form that goes to Prof. Development so that there is an opportunity to get as much funding as possible for various events. JCI said this is a huge step in the right direction, and SK said it will give people more of an opportunity to get funding from as many sources as possible.

JCI encouraged communication between subcommittees – there is a lot of positive work being done and a lot of really helpful feedback. If there are any questions or issues that come up, she encouraged the members to reach out and to attend the meetings. There is a lot of work to be done, but this way we can all take it on in manageable chunks.

JCI informed the committee that the Multiple Method submission was complete – the report was board approved and turned in to the Chancellor's Office. The District Expenditure Report is due in September of 2021. She reminded them all again that the EEO plan needs to be updated by June of 2022.

JCI thanked all the members of all of the subcommittees for their hard work and for updating the general EEO committee. She reminded everyone that if there are any subcommittees they wish to join or help chair, to reach out. The meeting was adjourned.