

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Monday, October 10, 2022
11:00 am – 12:00 pm**

EEC Committee Members:

<input checked="" type="checkbox"/> Ahmadpour, Ali	<input checked="" type="checkbox"/> Justice, Lillian
<input type="checkbox"/> Alamillo, Lucy	<input checked="" 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 type="checkbox"/> Lemons, Marlow
<input checked="" type="checkbox"/> Bailey, Nina	<input type="checkbox"/> Levine, Georgi
<input type="checkbox"/> Baquir, Mari	<input type="checkbox"/> Marsh, Brandi
<input type="checkbox"/> Baumunk, Jeff	<input type="checkbox"/> McClelland, Darcie
<input type="checkbox"/> Blada, Michael	<input checked="" type="checkbox"/> McCoy, Roxanne
<input type="checkbox"/> Bond, Breeanna	<input checked="" type="checkbox"/> Miyashiro, Jane
<input type="checkbox"/> Cervantes, Cynthia	<input type="checkbox"/> Patel, Dipte
<input type="checkbox"/> Chaney, Van	<input checked="" type="checkbox"/> Pineda, Carolyn
<input type="checkbox"/> Christophersen, Rick	<input type="checkbox"/> Plum, Lavonne
<input type="checkbox"/> Clemons, Lyn	<input type="checkbox"/> Reyes, Idania
<input type="checkbox"/> Dela Cruz, Chris	<input type="checkbox"/> Robertson, Gary
<input type="checkbox"/> Fujiwara, Melissa	<input type="checkbox"/> Rouse, Beverly
<input type="checkbox"/> Gonzalez, Ricky	<input type="checkbox"/> Russell, Elizabeth
<input type="checkbox"/> Greco, Gary	<input type="checkbox"/> Russell, Solomon
<input type="checkbox"/> Gutierrez, Edith	<input type="checkbox"/> Sabio, Sabra
<input type="checkbox"/> Gutierrez, Jorge	<input type="checkbox"/> Sims, Jackie
<input type="checkbox"/> Hernandez, Arturo	<input checked="" type="checkbox"/> Smith, Maria
<input type="checkbox"/> Hernandez, Maribel	<input type="checkbox"/> Solarzano, Erika
<input type="checkbox"/> Herrera Thomas, Hong	<input type="checkbox"/> Toya, Greg
<input type="checkbox"/> Herrera, Xocoyotzin	<input checked="" type="checkbox"/> Unda, Viviana
<input type="checkbox"/> Herrschaft, Amy	<input checked="" type="checkbox"/> Webb, Amanda
<input type="checkbox"/> Huynh, Tiffany	<input checked="" type="checkbox"/> Wells, Rex
<input type="checkbox"/> Iino, Kelsey	<input type="checkbox"/> Williams, Robert
<input checked="" type="checkbox"/> Ishikawa, Jaynie	<input type="checkbox"/> Youn, Yumi
<input type="checkbox"/> Josephides, Analu	<input type="checkbox"/> Young, Lashanta

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	2022 EEO Plan <ul style="list-style-type: none"> ● 2022-2025 EEO Plan Status ● Submission of District Expenditure Report to Chancellor's Office ● EEO Best Practices Fund Allocation
11:45 – 12:00pm	Fall 2022 Updates <ul style="list-style-type: none"> ● Fall 2022 Subcommittee Meetings – Need to hold at least 1 per semester ● Assignments, plans for Spring 2022, etc.

Meeting Notes:

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

JCI gave the group an update on the submission of the EEO Plan. She explained that ECC was granted a 9-month extension, and it was said that guidance would be forthcoming, but there have so far been no further updates. We were analyzing our data by looking at other community colleges, local labor data, and the Chancellor's office said there is specific data they want us to look at, but there have been no data module updates. The good news is that the plan that was going to be due in June is basically ready if no guidance is received.

JCI gave a quick update on the submission of the District Exp. Report in September. She informed the committee that our annual EEO funds have gone up and we would love to fund anything related to supporting to protecting or supporting diversity. AW walked the committee through the report, which included expenditures, equity activities, training, employment data, etc.

JM highlighted for the committee that the HR service partners had to screen over 4,800 apps based on that report in a timely fashion and get them to the search committees. They are doing a lot of great work that is often overlooked when it comes to screening and facilitating hiring committees.

JM also mentioned that she had shared these events with the Race and Equity committee, and that while a lot of great work is being done, there does need to be some thought given as to what the end results are or the impact of these events. She encouraged the committee to think about how we can show the impact of these events and evidence of real change.

JCI and AW reviewed the EEO Best Practices form and FAQ sheet. SK asked what the difference is between this and the general EEO funds, JCI said the BP Fund is just a bit more restrictive. AW clarified that we do need to spend from both accounts and justify that spending to the Chancellor's office.

NB suggested a workshop just for the chairs. She noted that we are moving away from the way that we used to do our hiring panels, and that some chairs are still stuck in the old way of doing things. Suggested maybe having an accessible space, if we move forward and do in-person interviews and you have someone with a disability, this would be where you would go to set your meeting (wheelchair access, interpreters, etc.) JM said there is a link for ADA accommodations request, and applicants can

request an accommodation, which goes to ADA compliance officer who works with whatever resources we have.

JCI gave an update on EER stipends. SK asked about reading apps, JM said it should continue to be during work time. She noted that EERs are being trained to mitigate bias in committees, and that the stipend is not related to app screening. It was discussed and clarified that if a manager is an EER rep, they also get paid, but you cannot be the hiring chair and the EER at the same time. JM mentioned that JCI and MS are doing an upcoming training for all of our hiring managers, including best practices, that should address some of these concerns

Scott K. asked about events such as Equity in teaching, impact training, and whether those could be funded this way. Sheryl K. said that she will contact Prof. Dev. to see where the funding for those events is coming from, and if there are other events or opportunities that might be able to be funded.

AA asked about the issue of nonrepresentation – that there are many groups who are underrepresented or not represented at all through events, visibility, etc. JCI said there is a process for requesting funding for events, and that it may be a good avenue to go through the Prof. Dev./events subcommittee and discuss/plan the events and request funding through the link.

VU asked about the internal process to apply for fund usage. For annual planning in a more efficient way, she said they've asked the campus to do annual planning earlier, and submit requests through there. She wants to make sure they aren't getting both general and EEO funds for the same event/request. SK explained the process, and that at this point, there's no specific timeline. SK said that it won't be possible to do integrated funding for this year, but that she's happy to meet and discuss planning for the future. JM suggested classifying equity activities during annual planning, VU said we are trying to use categorical funds first. JM agreed with raising campus awareness, and suggested that maybe Prof. Dev. could send out an email letting folks know and providing the link a couple of times a semester.

VU brought up the last chat with Pres. Thames, and said there was a big conversation about employees and how they did not feel respected, and that Title IX/HR can only take on specific issues, and that there was discussion about needing a space where Classified employees can go to discuss things that are going on and how they feel. AA asked if VU was referring to a physical space where people can go and communicate. VU said it was more of a psychological space that they felt they didn't have. AA said that the issue has come up over and over and nothing happens and asked why there can't be a cafeteria or gathering space for classified and faculty employees to go. AA also asked if a report is provided to the entire campus as to how funds are spent.

JCI said she wants to respect everyone's time and thanked all the members of all of the subcommittees for their ongoing hard work and efforts, and said she realizes there was a lot covered and we didn't solve everything, but that it's good to get the discussion going, and hopefully direct questions or issues to the appropriate area. She reminded everyone that if there are any subcommittees they wish to join or help chair, to reach out. The meeting was adjourned at approximately 12:05pm.