

**Title IX, Diversity, and Inclusion
General EEO Committee Meeting – Via Zoom
Wednesday, March 23, 2022
12:30 pm – 2:00 pm**

EEC Committee Members:

<input checked="" type="checkbox"/> Ahmadpour, Ali	<input checked="" type="checkbox"/> Justice, Lillian	<input type="checkbox"/> Williams, Robert
<input type="checkbox"/> Alamillo, Lucy	<input checked="" type="checkbox"/> Kunisaki, Sheryl	<input checked="" type="checkbox"/> Youn, Yumi
<input type="checkbox"/> Andrade, Argelia	<input checked="" type="checkbox"/> Kushigemachi, Scott	<input type="checkbox"/> Young, Lashanta
<input type="checkbox"/> Anzaldo, Carlos	<input type="checkbox"/> Kyte, Debbie	
<input type="checkbox"/> Aramburo, Julieta	<input checked="" type="checkbox"/> Langeveldt, Claire	
<input checked="" type="checkbox"/> Bailey, Nina	<input checked="" type="checkbox"/> Lemons, Marlow	
<input type="checkbox"/> Baquir, Mari	<input type="checkbox"/> Levine, Georgi	
<input type="checkbox"/> Baumunk, Jeff	<input type="checkbox"/> Marsh, Brandi	
<input type="checkbox"/> Blada, Michael	<input checked="" type="checkbox"/> McClelland, Darcie	<input checked="" type="checkbox"/> Murakawa, Trisha
<input type="checkbox"/> Bond, Breeanna	<input checked="" type="checkbox"/> McCoy, Roxanne	(BoT)
<input type="checkbox"/> Cervantes, Cynthia	<input type="checkbox"/> Miyashiro, Jane	<input checked="" type="checkbox"/> Brown, Kenneth (BoT)
<input type="checkbox"/> Chaney, Van	<input type="checkbox"/> Morris, Wanda	
<input checked="" type="checkbox"/> Christophersen, Rick	<input type="checkbox"/> Patel, Dipte	
<input type="checkbox"/> Clemons, Lyn	<input checked="" type="checkbox"/> Pineda, Carolyn	
<input type="checkbox"/> Dela Cruz, Chris	<input type="checkbox"/> Plum, Lavonne	
<input type="checkbox"/> Fujiwara, Melissa	<input type="checkbox"/> Reyes, Idania	
<input checked="" type="checkbox"/> Gonzalez, Ricky	<input type="checkbox"/> Robertson, Gary	
<input checked="" type="checkbox"/> Greco, Gary	<input type="checkbox"/> Rouse, Beverly	
<input checked="" type="checkbox"/> Gutierrez, Edith	<input type="checkbox"/> Russell, Elizabeth	
<input type="checkbox"/> Gutierrez, Jorge	<input type="checkbox"/> Russell, Solomon	
<input checked="" type="checkbox"/> Hernandez, Arturo	<input type="checkbox"/> Sabio, Sabra	
<input type="checkbox"/> Hernandez, Maribel	<input checked="" 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 type="checkbox"/> Herrschaft, Amy	<input type="checkbox"/> Smith, Maria	
<input 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	
<input type="checkbox"/> Josephides, Analu	<input type="checkbox"/> Wells, Rex	

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>2022 EEO Plan</p> <ul style="list-style-type: none"> ● Review of EEO Board Presentation ● EEO Advisory Committee Extension for Submission of EEO Plan to Chancellor’s Office ● EEO Advisory Committee Approval of EEO Multiple Method Allocation Certification Form Due June 1, 2022
11:45 – 12:00pm	<p>Spring 2022 Updates</p> <ul style="list-style-type: none"> ● Spring 2022 Subcommittee Meetings – Need to hold at least 1 per semester ● Assignments, plans for Spring 2022, etc.

Meeting Notes:

JCI greeted everyone and described the purpose of the committee, the various subcommittees and the meeting. Everyone introduced themselves.

JCI shared that we were originally slated to submit our EEO Plan in June, and it was going to go to the board in May. We received notification from the Chancellor’s Office that we have been granted a 9-month extension because they are releasing new requirements and guidelines that will be forthcoming. Our new plan will theoretically be discussed, reviewed and approved in the committees this Fall. It will likely be more data-driven, including goals and metrics. The draft of the EEO Plan has been shelved at this time, since it will need to be extensively revised.

JCI walked the committee through the BoT presentation on our EEO data and trends in hiring. There was a smaller sample in many instances due to the pandemic.

Trustee Brown asked how widely distributed this data would be, and if the data was reaching the campus community. JCI said a bit of both – it does get published in our EEO Plan, which is widely disseminated. The more detailed data gets used at subcommittee levels, depending on what information certain groups need and in what context to be able to do something with those numbers. CP agreed, and said that they could look at website hits to see how many folks may be looking at it in that fashion. JCI mentioned that there is a lot of unprocessed data on faculty.

VU noted that they are working on not only being data-rich, but also information-rich. Once they have the numbers, rates, percentages, etc., and that transition is one of the things that IR will be working on over the next few years and in their program review. She said we also need to work on the culture of the college, on democratizing data, broadening access, and having more areas becoming data-informed.

AA asked if there was any analysis of this data, especially as it relates to hiring. JCI said that this data starts the conversation as to what data needs to be presented to who, such as hiring chairs, or hiring committees. There is a discussion of what gets shared with hiring committees, and whether or not there an awareness of who our students are. This topic is huge with many layers, and the best way to implement change is through the subcommittee work, otherwise focus gets lost. AA recommends a survey to members of hiring committees after the process to see how we can do better in the future, and it was agreed the survey subcommittee could look into that as an option.

RG said that perhaps for 2019-20, a caveat should be added that we were extremely fiscally conservative because we didn't know what the future would be, particularly with hiring, and that could provide context for those numbers. JCI noted that in the draft of the EEO Plan that is explained in the narrative, and she thinks that was the case for many districts.

DM noted that the Academic Senate reps debrief after they serve on their committees. She said we need to figure out how to make people accountable – a hiring committee member can throw out a candidate because they don't like the paper a cover letter was written on, but continue to serve on committees. There needs to be accountability at the Division level for those who are consistently doing things not in line with the college's goals and visions. DM says she realizes that that's complicated, but that it would make a huge difference. Our faculty hiring over the last five years has been more diverse – a 3-5% improvement is still a big accomplishment, so there is a change in the right direction. She also recommended looking at what we do with part-time hiring. It's much less structured than the full-time process, and our part-time faculty make up a large portion of those teaching our students.

EG was looking at the slides and reflecting on our Hispanic and female student population, and seeing those gaps and thinking that we need a culture shift in order to move forward. The college needs to look at where the institution wants to go and how can we focus and translate that to tangible steps that we can take. JCI agreed and said she hopes that the new guidelines for the EEO Plan will include more goal-setting. We want to set goals based on our data and what we're trying to accomplish. There is a huge amount of work to do in understanding the data, getting it to those who need it, and identifying areas we can actually act on.

NB said that having the data more available and accessible is very helpful, and she said that's a step in the right direction, and JCI agreed. AA said that he sees in hiring committees, ultimately it is coming down to merit, and that without educating ourselves and exposing ourselves to progressive perspectives, this kind of change will be much more difficult.

JCI started doing subcommittee updates. She started with Recruitment and reviewed a discussion they had as to how we achieve diversity and insert that into the hiring process. The more we change systemically, the more we can eliminate bias. There was a discussion about how when we ask for diversity on a committee, we want to make sure that people have an equity-minded perspective and our goals are in alignment with the institution. It was suggested to make a recommendation that committee members have to get some sort of certificate for being an equity-champion, and potentially making that part of a consideration when creating committees. JS agreed and noted that Faculty of Color are stretched thin and there aren't enough to keep serving on all of these committees, but that there are a lot of folks who are involved with and champion equity, and that could be a consideration. AA proposed the college purchase MasterClass Re-Education on Race video episodes to provide them to our students and employees. SK said that they've got a new process in place for placing funding requests for this kind of thing, for speakers, training, etc. It's much more streamlined and she recommended AA contact her.

CP gave an update on the survey committees and noted that infographics for each section of the survey that was sent out to the campus last year. The full report is posted on the IR website, and the next step

is reviewing the open-ended comments. Employees felt that they were better equipped to serve our students of all backgrounds, but there was a decrease in communication from the college. Presentations on the full report will be happening in the future as well.

JCI gave a quick update on EER training – there is already a robust training in place for EERs. She reviewed the Interrupting Bias addition to the training. DM asked about why EERs aren't on PT faculty committees. JCI said that there is a shortage of EERs, and that it is a struggle to fill all of the FT faculty committees. We currently have EERs already serving on multiple committees. It's not something that we're opposed to, but the system would need to change. DM said she would just like to have a discussion about using the EERs for PT Faculty instead of FT positions that are not student-facing. JCI said that would need to be discussed in cabinet, etc. but would be a good discussion to have.

AA said that he feels the Deans have too much power with regards to part-time hiring, especially with emergency hiring. The members of the department are not even involved. HHT asked if it would be possible that PT faculty get a stipend for serving as an EER, since they make up a huge part of diversity. JCI said HR is interested in this as well, and that she reached out to other districts to see how they handle it. There are also considerations in the contract to be taken into account as to who has to serve on a committee. JCI noted that having the EER be a non-voting member on faculty committees is also something that could be revised, as that may deter some people from serving in that capacity. It was noted that the emphasis needs to be on what is happening in the interview stage of the process, not in the recruitment or application evaluation portion, as that is where the problem seems to be.

JCI and AW reviewed the Multiple Methods Certification form and walked the committee through Exhibit A. The committee approved the submission of the Multiple Methods Certification Form to the Chancellor's Office.

JCI thanked all the members of all of the subcommittees for their ongoing hard work and efforts. 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 1:45pm.