



Spring 2025 General EEO Committee Meeting

Via Zoom

Wednesday, March 26, 2025

11:00 am – 12:00 pm

EEO Committee Members

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

AGENDA

11:00 – 11:15 am	Welcome, Overview & EEO General Committee Updates <ul style="list-style-type: none"> Survey
11:15 – 12:00 pm	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) <ul style="list-style-type: none"> See slides/findings emailed by Viviana Unda Professional Development - Guest Speakers/Workshops/Events/Training (Co-Chairs Ali Ahmadpour, Sheryl Kunisaki, and Darcie McClelland)



MEETING NOTES

EEO General Committee is asked to complete a short anonymous survey (5 questions) on transparency/clarity to provide feedback:

- Component 13 of the EEO Plan: Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))
- Solicit feedback from EEO General Committee on transparency of the operation of the EEO General Committee & Subcommittees, clarity of the stated objectives, goals, and membership expectations.

<https://s.zoom.us/j/6PITRwqrU>



- Thank you for your participation! We'll discuss results at a future EEO General Meeting.

EEO Committee/Subcommittee Updates

- Recruitment & Outreach
- Screening & Selection Process
- Measures of Underrepresentation
- EER/Committee Member Training
- **Campus Climate Survey**
 - Viviana Unda emailed slides ahead of time for review, requesting recommendations.
 - Carolyn Pineda presented findings and the recommendations gathered from the Campus Climate Survey Subcommittee. Then opened up for recommendations which she will take back to VU to communicate to appropriate groups to be addressed.
 - Recommendations/Discussion:
 - Faculty Consultation Concerns:
 - Decisions made without genuine consultation.
 - Performative consultations and discussions.
 - Lack of feedback utilization.
 - Decisions made at Cabinet behind closed doors without faculty buy in.
 - Examples: annual scheduling, free speech/poster mandate, the re-org.
 - Recommendation: return to authentic, genuine consultation processes.
 - Free Speech and External Pressures



El Camino College

Office of Title IX, Diversity, and Inclusion

- Concerns about external influences on campus decisions.
- Discussion on free speech and its implications on campus policies affecting staff, faculty, and students.
- Suggestion: have a larger event (like PD Day) & invite campus community to gather in free speech area to have face to face dialogue.
- Town Halls
 - Mixed opinions on the effectiveness of town halls.
 - Already a lack of trust, feedback not considered, so people will not show.
 - Suggestions: more meaningful collaboration and transparent communication, have all VPs present so discussion items can be addressed at that moment, open call to campus community to bring agenda items/topics they want to discuss, format town hall as both - with a specific topic & also open time to bring up topics, have a very clear way to participate even if someone can't attend (for example, faculty teach at the time of event), and open calls for input.
- College Council Reporting Issues
 - Lack of consistent reporting to constituent groups (e.g., faculty, academic senate).
 - Suggestions for standardized reporting methods and clearer communication processes.
 - Comments:
 - The agenda is posted on Friday for the following Monday. This does not allow enough time for members to review the agenda during work hours.
 - BOT agenda is rushed through.
 - Minutes are rushed through.
 - Contracts, BPs/APs, etc. you get 30 seconds to review.
 - BOT gets minimum attention. This gives a general perception of lack of transparency thereby increased lack of trust.
 - Does College Council have to be limited to 2 hours?
- General Discussion
 - Executive Visibility: Encourage executive members to be more visible and engaged on campus.
 - Walks across campus.
 - Class visits: depends on individual, best to ask ahead of time.
 - Academic Senate: put forward vote of no confidence/survey to faculty.
 - Some of the topics discussed today are very specific – recommendation of where these could be discussed?
 - Formation of small committees for specific issues?
 - Employee Experience?



- Professional Development - Guest Speakers/Workshops/Events/Training

Spring 2025 Updates/Reminders (JCI)

- All are strongly encouraged to continue these discussions at the EEO Subcommittee level.
- If anyone wants to join a subcommittee, reach out.

Spring 2025 Meeting Dates

- Equal Employment Opportunity (EEO) General Committee
 - Wednesday 5/14/25 11-12 on zoom
- Recruitment & Outreach EEO Sub-Committee
- Screening & Selection Process EEO Sub-Committee
- Measures of Underrepresentation EEO Sub-Committee
 - Wednesday 4/16/25 11-12 on zoom
- EER/Committee Member Training EEO Sub-Committee
 - Wednesday 4/30/25 11-12 on zoom
- Campus Climate Survey EEO Sub-Committee
- Professional Development - Guest Speakers/Workshops/Events/Training EEO Sub-Committee

JCI thanked everyone for the lively discussion and feedback; the meeting was adjourned at approximately 11:58 am.