

Fall 2025

General EEO Committee Meeting

Friday September 19, 2025
11:00 am – 12:00 pm
Zoom

General EEO Committee Members

- | | | |
|--|---|---|
| 1. <input checked="" type="checkbox"/> Agu, Chidinma | 14. <input type="checkbox"/> Huynh, Tiffany | 27. <input checked="" type="checkbox"/> Nguyễn, Connie |
| 2. <input type="checkbox"/> Ahmadpour, Ali | 15. <input type="checkbox"/> Iravanchy, Sydney (Student Rep) | 28. <input type="checkbox"/> Perez, Grace |
| 3. <input type="checkbox"/> Andrade, Argelia | 16. <input checked="" type="checkbox"/> Ishikawa, Jaynie (Chair) | 29. <input checked="" type="checkbox"/> Pineda, Carolyn |
| 4. <input type="checkbox"/> Baumunk, Jeff | 17. <input type="checkbox"/> Josephides, Analu | 30. <input type="checkbox"/> Plum, Lavonne |
| 5. <input type="checkbox"/> Bond, Breeanna | 18. <input type="checkbox"/> Justice, Lillian | 31. <input type="checkbox"/> Roberts, Brett C.S. (BoT) |
| 6. <input type="checkbox"/> Camacho, Carla | 19. <input type="checkbox"/> Kunisaki, Sheryl | 32. <input checked="" type="checkbox"/> Smith, Maria |
| 7. <input type="checkbox"/> Capistran, Guadalupe | 20. <input type="checkbox"/> Kushigemachi, Scott | 33. <input type="checkbox"/> Solorzano, Erika |
| 8. <input type="checkbox"/> Cervantes, Cynthia | 21. <input checked="" type="checkbox"/> Lemons, Marlow | 34. <input type="checkbox"/> Soltis, Kayla (Student Rep) |
| 9. <input type="checkbox"/> Gonzalez, Ricky | 22. <input type="checkbox"/> Martinez Garcia, Sandra | 35. <input type="checkbox"/> Soohoo, Erica |
| 10. <input checked="" type="checkbox"/> Gray, Jill | 23. <input type="checkbox"/> McClelland, Darcie | 36. <input checked="" type="checkbox"/> Streicker, Nicole |
| 11. <input type="checkbox"/> Greco, Gary | 24. <input checked="" type="checkbox"/> Miyashiro, Jane | 37. <input type="checkbox"/> Unda, Viviana |
| 12. <input type="checkbox"/> Gutierrez, Edith | 25. <input type="checkbox"/> Moreno, Edgar (Student Rep) | 38. <input checked="" type="checkbox"/> Webb, Amanda |
| 13. <input type="checkbox"/> Hernandez, Maribel | 26. <input type="checkbox"/> Murakawa, Trisha (BoT) | 39. <input type="checkbox"/> Young, Lashanta |

AGENDA

11:00 – 11:15 am	Welcome, Overview & EEO General Committee Updates
11:15 – 12:00 pm	EEO Plan – Annual Certification EEO Plan – Comp 13 <ul style="list-style-type: none"> 75% Training Completion Goal EEO Gen Survey 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) Professional Development - Guest Speakers/Workshops/Events/Training (Co-Chairs Ali Ahmadpour, Sheryl Kunisaki, and Darcie McClelland)

MEETING NOTES

EEO Plan – Annual Certification

- Reminder that a comprehensive EEO Plan is submitted every 3 years, with annual updates to the Chancellor's Office (CO).
- Submitted annually; goals are carried out year by year.
- Approved by the board and submitted to the CO; awaiting feedback from CO regarding feedback/funding.
- Districts maintaining and updating EEO Plans receive limited funding dedicated to EEO Plan compliance.

EEO Plan/Component 13

- 2024-2027 El Camino College Equal Employment Opportunity (EEO) Plan
- Training Goals/Status
 - Y1 (a): 75% Training Completion Goal
 - Already submitted; but can look at rough numbers.
 - Tracking for Y2 started; rough numbers.
 - Y1 (b): met goal of developing search chair training.
 - COMPLETE: Search Committee Chair Training – launched in MS Teams for committee members on recruitments, but is a self-paced training (no tracking).
 - Y2 (a) Goal of implementing search committee chair training module and have 50% of all deans complete the training.
 - Per MS – may be able attend a meeting where deans area already in attendance of to show training (will catch more than 50% goal). Will be helpful for upcoming faculty recruitments.
 - Y2 (b) Develop additional professional development opportunities on implicit biases.
 - Need to follow up w/ co-chairs.
 - JCI met with Sheryl Kunisaki & Linda Cooks over the summer; just need to get an update.
 - Y2 (b) Goal of identifying at least one professional development opportunity regarding implicit bias.
 - Need to follow up w/ co-chairs for a report on this.
 - Y3: Offer professional development opportunities for all employees on implicit biases.
 - Need to follow up w/ co-chairs for a report on this.
 - Y3: Goal to have each academic division attend professional development on implicit biases.
 - All EEO Committee Members are encouraged to take the EER Training!
- Implementation Section titled: *Addressing diversity issues in a transparent and collaborative fashion.*

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- Y1 (1) Goal: 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.
 - COMPLETE: Survey launched in Spring; 22 responses received (as of 6/30/2025) which is 54% response rate.
- Follow up with co-chairs on the following:
 - Goal (2) Make recommendations for trainings on implicit bias in faculty hiring.
 - What/When (3) EEO Subcommittee on Professional Development to facilitate a round table discussion on Professional Development Day on EEO training opportunities.
 - One time per year is a good start.

EEO Committee/Subcommittee Updates

Generally, many have not met just yet! But if you see something that falls into these categories, let committee chairs know and we can add to agenda.

- Recruitment & Outreach
 - Meeting 10/24, if interested in attending reach out to Maria.
- Screening & Selection Process
 - Meeting 11/14, if interested in attending reach out to Maria.
- Measures of Underrepresentation
 - Meeting 10/8 at 10am, if interested reach out to Nicole.
- EER/Committee Member Training
 - Meeting 10/22 at 10am, if interested reach out to Nicole.
- Campus Climate Survey
 - N/A
- Professional Development - Guest Speakers/Workshops/Events/Training
 - N/A

EEO Committee – Open for Questions, Comments, and Concerns:

- Question re EEO Plan/Annual Certification reporting:
 - Reported in their form (in their formatting), mostly copy and paste. They only want you to report the year they are requesting, meaning no future plans/goals only completed actions. If actions are not met, they ask you to report your efforts & circumstances.
- Recruitment Process
 - EER Feedback to T9 office - general level of process being unclear among committee members.
 - Reminder that not everyone is on the same page as to what the process looks like.
 - HR considering offering 1:1 meeting/overview with search chairs at the start of their recruitment.

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- Dean's Perspective: for Marlow specifically, he has a solid understanding of hiring process, but training may be more beneficial for new/interim deans.
- Suggestion to offer optional resources (handouts, videos, etc.).
 - HR provides this in MS Teams, unsure how used it is.
- Suggestion to add a question into the hiring workflow asking the search chair to say yes/no to needing/wanting 1:1 assistance from HR.
- Overall: it is an ongoing process, not a one size fits all type of process.

Fall 2025 Updates/Reminders

- Please attend upcoming Fall EER Training (planned for 11/4 at 10am). Reach out to Nicole for the zoom link.

Fall 2025 Meeting Dates

- Friday, 9/19/2025 11-12
- Thursday, 11/6/2025 11-12

JCI thanked everyone for attending and the meeting was adjourned at approximately 11:36am.