

Fall 2025

General EEO Committee Meeting

November 6, 2025
11:00 am – 12:00 pm
Zoom

General EEO Committee Members

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

AGENDA

11:00 – 11:15 am	Welcome, Overview & EEO General Committee Updates
11:15 – 12:00 pm	EEO Plan – Annual Certification 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

- Chancellor's Office (CO) Requirements:
 - Annual updates: data, spending, progress on goals.
- We will be preparing to start the process for new plan (will cover 3 years).
- CO Feedback:
 - Funding: Slight decrease (~\$20K), not significant in overall budget.
 - Plan Issues: Concerns about adverse impact and underrepresentation metrics. Likely request for more measurable actions when adverse impact is identified. Would like to also bring up the challenges discussed at Measures of Underrepresentation Subcommittee meeting.
 - Historically positive feedback; this is first time with notable concerns.
- Next Steps:
 - Meeting with CO rep this month for feedback/clarification.
 - Report findings at next Measures of Underrepresentation Subcommittee, then update to the General EEO Committee.
- Discussion on adverse impact, definition, metrics, data, challenges and how a meeting with the CO will be helpful.

EEO Committee/Subcommittee Updates

If you see something that falls into these categories, or you would like to join any of these subcommittees reach out to the committee chairs/or NS.

- Recruitment & Outreach
 - Meeting scheduled for 11/21.
 - Developed a rubric to quantify diversity/sensitivity statement in our job announcements; results to be reviewed and potential next steps.
- Screening & Selection Process
 - Met 11/14 – discussed survey completed by search chairs & committee re COI checks.
- Measures of Underrepresentation
 - Continued discussion on adverse impact, metrics, assessing feasibility.
- EER/Committee Member Training
 - Went over the PPT for Keenan EEO Search Video – updated by Amy Hanoa in Marcomm
 - Walked through a version of voice over using AI platform.
 - Next: work with Marcomm to see about creating the voiceover.
 - MS shared search committee survey feedback on recommendations for the EER process, which has been implemented into the recent EER training (11/4).
 - EER Training 11/4/2025 10am-12pm:
 - 36 in attendance (not all stayed for the full training)

Fall 2025 General EEO Committee Meeting

November 6, 2025
11:00 am – 12:00 pm
Zoom

- 10 newly trained EERs; 3 are faculty members (pending quiz completion)!
- Campus Climate Survey
 - No updates; will be prepping for next cycle likely Spring 2027.
- Professional Development - Guest Speakers/Workshops/Events/Training
 - N/A

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

- N/A

Fall 2025 Updates/Reminders

- Part of the EEO Plan is for this committee's members to be trained, may do this at a future meeting.

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 11:30am.