

# Spring 2026

## General EEO Committee Meeting

April 23, 2026  
11 am – 12 pm on 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 checked="" type="checkbox"/> Perez, Grace      |
| 3. <input type="checkbox"/> Andrade, Argelia             | 16. <input checked="" type="checkbox"/> <b>Ishikawa, Jaynie (Chair)</b> | 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 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 type="checkbox"/> Miyashiro, Jane                            | 37. <input type="checkbox"/> Unda, Viviana                |
| 12. <input checked="" 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 | <p>EEO Plan – Annual Certification</p> <p>EEO Plan – Comp 13 Dean Training</p> <p>EEO Plan Submission (2027-2030) – Fall timeline</p> <p>Recommendations on new external recruitment sources</p> <p>EEO Subcommittee Updates:</p> <ul style="list-style-type: none"> <li>• Recruitment &amp; Outreach (Chair, Maria Smith)</li> <li>• Screening &amp; Selection Process (Chair, Maria Smith)</li> <li>• Measures of Underrepresentation (Chair, Jaynie Ishikawa)</li> <li>• EER/Committee Member Training (Chair, Jaynie Ishikawa)</li> <li>• Campus Climate Survey (Chair, Carolyn Pineda)</li> <li>• Professional Development - Guest</li> </ul> <p>Speakers/Workshops/Events/Training (Co-Chairs Ali Ahmadpour, Sheryl Kunisaki, and Darcie McClelland)</p> |

**MEETING NOTES**

Jaynie started the meeting with a re-cap of the EEO Plan and each committee member introduced themselves.

**EEO Plan – Annual Certification**

- EEO Plan is submitted once every 3 years to the Chancellor's Office (CO) and they give us money to work towards the goals laid out in the EEO Plan.
- The Annual Certification is an annual report due to the CO.
- AW went over what is submitted & discussed the recent cert form which the CO requested changes. The changes were re-submitted and we received full funding.

**EEO Plan/Component 13**

- Link to: 2024-2027 El Camino College Equal Employment Opportunity (EEO) Plan
- EEO Plan/Component 13 Training
  - Y3 Goal – Deans trained
    - 1 Dean trained in April 2026
- EEO Plan – next submission is due in November to CO (draft).
  - Nov. 30, 2026 (90 days prior to adoption): Submit DRAFT EEO Plan to Chancellor's Office for Review.
  - TBD: EEO Committee approves the plan.
  - TBD: Present EEO Plan to Council of Deans.
  - TBD: Present EEO Plan to College Council.
  - TBD: EEO Plan presented at Board meeting for approval and signature.
  - New EEO Plan (for 2027-2030) takes effect immediately.
  - Questions on this:
    - NONE.
  - Will talk more about these elements in our subcommittees, if anyone wants to get involved in any of the specific areas, reach out. Interest you. Detailed discussions happen in subcommittees.
    - Example of topic to be discussed in subcommittees:
      - Use of zoom in interviews
      - Participation & role of students on screening committees & training they may need
      - If/how EEO data brought into search committee
      - Committee training feedback
      - Review of materials currently in process for accessibility updates
      - Role of Search chair / training
      - Role of EER / training
      - How to score applicants
      - Best practice recommendation: standard ranking

### Recommendations on new external recruitment sources

Context: this is in the EEO Plan – Component 13: Develop and contact new external recruitment sources. *What/When* (2) The EEO General Committee shall be encouraged to make recommendations to the Director of Human Resources of other recruitment resources to diversify the applicant pool. *Effectiveness Metrics & Review* (3) There shall be a standing agenda item for the EEO General Committee to solicit recommendations on new external recruitment sources.

- None.

### EEO Committee/Subcommittee Updates

- Recruitment & Outreach
  - Meeting in May - if interested in attending reach out to Maria.
- Screening & Selection Process
  - Meeting in May - if interested in attending reach out to Maria.
- Measures of Underrepresentation
  - We will continue to discuss metrics related to adverse impact.
- EER/Committee Member Training
  - We will continue to discuss updates to EEO Training Video in Keenan.
  - Meeting 5/13 at 10am, if interested reach out to Nicole.
- Campus Climate Survey
  - Won't be meeting this term, will resume in fall for Spring 2027 launch.
  - Will look at questions, survey instruments, administration, results.
  - If interested in attending reach out to Carolyn.
- Professional Development - Guest Speakers/Workshops/Events/Training
  - Have ideas/proposals for this? They created through the work of subcommittee, created own criteria for those requesting funding! Closely tied w/ prof dev.
  - If interested in attending reach out to Ali, Sheryl, or Darcie.

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

- Regarding EER Training: EERs do not need to track their own due dates. NS will email reminders before training is due (once we have the next one scheduled).
- Discussion of differences in screening and ranking forms used by committees.
- Question raised regarding makeup of hiring committee: committees are required to be “diverse,” though the term is not formally defined.
  - Diversity is considered broadly (demographics, years of experience, job classification, teaching roles, etc.).
  - Committees aim to reflect a connection to the student body.
  - HR approves committee composition, not the Title IX Office.

### Spring 2026 Updates/Reminders

- Next meeting may be a training to meet EEO Plan training goals, or we will do it in the Fall. Will be an EER training with a quiz following. If you are not interested in serving as an EER, you will still get a good overview of the search process.



## **Spring 2026**

# **General EEO Committee Meeting**

April 23, 2026  
11 am – 12 pm on Zoom

### **Spring 2026 Meeting Dates**

- April 23, 2026 11am-12pm on zoom
- May 21, 2026 11am-12pm on zoom

JCI thanked everyone for attending and the meeting was adjourned at approximately 11:37 am.