

Spring 2026

General EEO Committee Meeting

May 21, 2026
11 am – 12 pm on Zoom

General EEO Committee Members

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

AGENDA

11:00 – 11:15 am	Welcome, Overview & EEO General Committee Updates
11:15 – 12:00 pm	Active Membership EEO Plan Updates Recommendations on new external recruitment sources EEO Subcommittee Updates: • 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

- Last meeting of the semester!

Active Membership Discussion

- The committee discussed how to define and maintain an active membership list, noting that a current roster of approximately 40 members includes individuals who have not participated for an extended period. This creates challenges when tracking participation rates and training compliance, as a larger inactive membership list lowers overall engagement and completion percentages.
- Meeting requirements:
 - 2 meetings per semester, held on zoom, for 1 hour.
- Composition requirements:
 - Suggested committee composition should represent various constituent groups (faculty, management, classified staff, etc.), there are no specific participation numbers required.
 - We also invite students and have had some participation.
- Suggestions:
 - Reaching out to members who have not attended recently.
 - Did this in the Spring 2025.
 - Consider creating a distinction between:
 - Members (official representatives who actively participate), and
 - Attendees (those who may participate).
 - If Member is unable to attend, assign a proxy in absence.
 - Define what is “active”.
- Decision:
 - Raise again in next meeting.

EEO Plan Updates

- Draft plan to be worked on in Fall

Recommendations on new external recruitment sources

- None

EEO Committee/Subcommittee Updates

- Recruitment & Outreach
 - Meeting 5/22 @ 9am on zoom.
 - Last meeting:
 - Develop rubric based on EEO Plan test sensitivity of the applicants.
 - Tested on a few committees.
 - Will discuss survey results and next steps!

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- Reach out to Maria if interested in attending.
- Screening & Selection Process
 - Meeting June 3
 - Last meeting:
 - Went thru recs for COI sent forth.
 - Discussion on interview questions.
 - Reach out to Maria if interested in attending.
- Measures of Underrepresentation
 - Committee discussion on weight on available data.
 - Close the exploratory phase of alternative AI/UR formula and use the CO's standardized Excel submission (elimination of campus created calculations).
 - Five year aggregated longitudinal approach (elimination of small data pool issues).
 - Previously broken up by job category – DISCUSSION on if we still want to do this internally.
 - Since all CC doing it in the same way, expectation setting, higher rate of finding AI/UR findings. The feedback we got from CO - this is to be expected.
 - More focus on what districts is doing to support the work to increase diversity in workforce.
 - If interested in attending next semester, reach out to Nicole.
- EER/Committee Member Training
 - EEO Training Video in Keenan
 - Show video draft (~15 min) for feedback:
 - Missed voice
 - Discussion of using AI
 - Minimally used (just voice) which makes edits easier.
 - Will upload to Keenan this semester and begin using.
 - TO DO: update committee handout that accompanies this video (with help from Marcomm).
 - If interested in attending next semester, 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/ professional development.
 - TO DO: reach out to them offline for an update and give at next EEO meeting.
 - If interested in attending reach out to Ali, Sheryl, or Darcie.

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



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- None

Spring 2026 Updates/Reminders

- Fall meeting dates TBD

Spring 2026 Meeting Dates

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