

**Mt. San Antonio College  
Campus Equity and Diversity Committee (CEDC)  
Group Memory of September 13, 2010**

**Committee Members:**

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| <input checked="" type="checkbox"/> Silver Calzada<br><input checked="" type="checkbox"/> Barbara Gonzales (Co-Chair)<br><input checked="" type="checkbox"/> Suzi Hayward | <input type="checkbox"/> Paul Hischar<br><input type="checkbox"/> Johnny Jaurequi<br><input type="checkbox"/> Eric Kaljumagi | <input checked="" type="checkbox"/> Annette Loria (Co-Chair)<br><input type="checkbox"/> Linda Rillorta<br><input checked="" type="checkbox"/> Ana Tafoya-Diaz | <input checked="" type="checkbox"/> April Tellez<br><input checked="" type="checkbox"/> Tuan Vo |
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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Welcome/Introductions</b>	<ul style="list-style-type: none"> <li>• Introduced new member, Tuan Vo to the rest of the group;</li> <li>• Introduced new member, April Tellez to the rest of the group;</li> <li>• Annette will have to leave today just before 9:00 a.m.;</li> </ul>	•
<b>2. Agenda Review</b>	<ul style="list-style-type: none"> <li>• Reviewed Agenda, changed order and began with number 6;</li> </ul>	•
<b>3. Review Memory from 06/03/10 Meeting</b>	<ul style="list-style-type: none"> <li>• Minutes revised and approved as written;</li> </ul>	•
<b>4. Purpose and Function</b>	<ul style="list-style-type: none"> <li>• In the past we've discussed student participation, the committee agrees that we should have a student.</li> <li>• Previous model was 6 faculty, Director of Assessment, Director of Human Resources (no Vice President), 2 classified, and 1 student.</li> <li>• Faculty does outweigh the classified, should we increase the number of classified?</li> <li>• Ana stated that she would have to bring it back to her group.</li> <li>• Barbara stated, there is a pink form that has the make-up of each committee she will look into.</li> <li>• Annette stated that it is important to have managers on the committee as well.</li> <li>• Silver mentioned that it would be important to bring in managers or deans that have a part in hiring classified staff.</li> <li>• Silver also stated that it may be a good idea to have focus groups to follow-up on.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Barbara, April, and Ana will work on getting a purpose of function. They will e-mail to committee members and revisit on the next agenda.</b></li> <li>• <b>Suzi will e-mail purpose and function to committee today.</b></li> </ul>
<b>5. Equity Standards for College Presidential Search</b>	<ul style="list-style-type: none"> <li>• Annette stated that they have begun the process of looking for a new President of the College.               <ul style="list-style-type: none"> <li>○ The Board has already chosen a consultant to work with Human Resources in the hiring process;</li> <li>○ Letter's have already gone out to interested members for the committee;</li> <li>○ Annette serves as the EEO rep on the committee as a non-voting member;</li> </ul> </li> </ul>	•

Campus Equity and Diversity Committee

September 13, 2010

Page 2 of 2

	<ul style="list-style-type: none"> <li>• The timeline is as follows:             <ul style="list-style-type: none"> <li>○ The consultant begins working with HR and the committee to get the brochures out;</li> <li>○ The committee will meet with the consultant a few times to discuss ground rules, etc. The first meeting is scheduled for the end of this month;</li> <li>○ Hire, notify candidate, and announce to college by mid-March 2011;</li> </ul> </li> <li>• Silver asked, what happens if a President isn't hired by July 1, 2011, do we have a interim?             <ul style="list-style-type: none"> <li>○ Annette stated that the consultant will help by getting the word out and they have been trained on EEO. If we don't get a good response, we may have to extend the date. We will just have to see how it all goes.</li> </ul> </li> <li>• A survey will go out as to what is important to the college and the community. The K-12's, hospitals, etc.</li> </ul>	
<p><b>6. EEO Plan</b></p> <ul style="list-style-type: none"> <li>• <b>Discuss and Divide Plan</b></li> <li>• <b>Layout Committee's Goal</b></li> </ul>	<ul style="list-style-type: none"> <li>• Annette used the Chancellor's model plan to get a preliminary plan started. Out of 14 components, she came prepared 9 for review.</li> <li>• How should be handle from here on out? Review as a committee, have Annette continue working on, etc?</li> <li>• Number 11 does not have to be submitted to the Chancellor's Office.</li> <li>• Barbara stated that maybe we could do a combination. The committee will review the 9 and bring back next session, Annette will tackle trying to work on the rest of the language but probably wont' have until the November meeting.</li> <li>• Barbara serves as the liaison with the Faculty Senate and will have a placeholder on the agenda to give updates on the EEO plan.</li> <li>• Ana stated that she is here to do the same with CSEA.             <ul style="list-style-type: none"> <li>• Goal to make sure we have a solid membership of the various constituent groups.</li> <li>• To have an active membership, to make sure that all are present at the meetings. Tuan will check with Paul and HR will follow-up with Johnny.</li> <li>• Communication with constituent groups, needs further discussion.</li> <li>• To produce an effective EEO plan.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Committee will review first 9 preliminary sections and bring back edits, comments, etc. to the October meeting.</b></li> <li>• <b>Annette will begin working on language for the rest of the sections and bring back to the November meeting.</b></li> <li>• <b>Barbara will check with Senate on the rationale for the committee membership.</b></li> </ul>
<p><b>7. Set Agenda for Next Meeting</b></p>	<ul style="list-style-type: none"> <li>• Agenda Review</li> <li>• Review Memory from 09/13/10 Meeting</li> <li>• Discuss Start Time</li> <li>• Committee Reports Barbara to report out from Senate items and Ana to report from Classified</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

Campus Equity and Diversity Committee

September 13, 2010

Page 3 of 2

	<ul style="list-style-type: none"><li>• Review new DRAFT of Purpose of Function (Barbara, Ana, &amp; April)</li><li>• Review EEO plan, 1-9</li><li>• Set Agenda for Next Meeting</li></ul>	
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**FUTURE MEETING DATES**

October 4, 2010, 8:00 a.m. - 9:30 a.m.16C

Meeting ended at 9:29 a.m.

DRAFT