

**Mt. San Antonio College  
Campus Equity and Diversity Committee (CEDC)  
Group Memory of November 1, 2010**

**Committee Members:**

X Silver Calzada	<input type="checkbox"/> Paul Hischar	X Linda Rillorta	X April Tellez
X Barbara Gonzales (Co-Chair)	<input type="checkbox"/> Debra Gonzales-Guerro	X Stephanie Sitacarini	X Tuan Vo
X Suzi Hayward	X Annette Loria (Co-Chair)	X Ana Tafoya-Diaz	

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. <b>Agenda Review</b>	<ul style="list-style-type: none"> <li>• Agenda reviewed, no changes proposed;</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
2. <b>Review Memory from 10/4/10 Meeting</b>	<ul style="list-style-type: none"> <li>• Minutes revised and approved as written;</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
3. <b>Meeting Date Review (Winter)</b>	<ul style="list-style-type: none"> <li>• Barbara will not be able to make the December 6, 2010 meeting, however, most of the committee can meet. Meeting will stand.</li> <li>• January 3, 2011, does not work for the committee. Suzi will send out a few alternate dates to see if we can reschedule.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Suzi will send e-mail with possible new dates for January's meeting.</b></li> </ul>
4. <b>Committee Make-up</b>	<ul style="list-style-type: none"> <li>• We are in compliance with the committee make-up, with the exception of having an employee from DSPS. Barbara will check with Grace Hanson.               <ul style="list-style-type: none"> <li>○ Silver recommended having this member be a classified employee to help us meet having more classified employees. He also recommended bringing the calendar of meeting dates.</li> </ul> </li> <li>• It also states that it should be the Director, Human Resources. Barbara will check with Eric to see how we can change that wording.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Barbara will check with Grace Hanson.</b></li> </ul>
5. <b>Review of Purpose and Function (Final Read)</b>	<ul style="list-style-type: none"> <li>• After speaking with Eric, Barbara found that there was a Purpose and Function that was writing in May 2010, that Purpose and Function had the Vice President, Human Resources, reporting to PAC not AMAC. The change was made to this version.</li> <li>• Changed Function # 3 to "review and recommend."</li> <li>• Annette mentioned that although this needs to go to Academic Senate, Annette will take this to both CSEA units.</li> <li>• Barbara asked Ana how CSEA feels about the representation from CSEA. Ana stated that CSEA is concerned that they don't have as many members on this committee, even with the addition of the other from Student Services. CSEA would like to see two (2) from each unit.</li> <li>• Tuan voiced concern that we have one CSEA member that hasn't shown, attendance is important to this committee.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Annette will discuss with the managers in regards to supporting their employees to serve on committees.</b></li> </ul>

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	<ul style="list-style-type: none"> <li>Ana stated that part of the problem in getting CSEA to serve on committees is because they have a difficult time getting someone to cover for them while they serve on these committees. Having a manager encourage participation is important.</li> <li>Annette stated that the issue of supporting classified was discussed at the last managers meeting but she will discuss it again with them.</li> </ul>	
<p><b>6. EEO Plan, 1-9</b></p>	<ul style="list-style-type: none"> <li>Annette wrote 10-12, however, she only did it as a “draft.” She doesn’t want it to be Annette’s work, she was just trying to give a starting point. She reviewed various EEO plans and then put her comments in red.             <ul style="list-style-type: none"> <li>The committee will take this back with them and review.</li> <li>Silver noticed that on component 10, Student Services was not added. Annette will correct.</li> </ul> </li> <li>Component 11 can’t be worked on at this point, we are awaiting the Chancellor’s office to correct.</li> <li><u>Component 1</u> – members agreed upon, as written.</li> <li>Silver had concerns regarding component 2, section G.</li> <li>Annette stated she got this straight from the Ed. Code, section 53004. She will scan a copy of section 53004. The committee members can also access this by going to CA. Ed. Code, title 5, chapter 4, Employees and send it with the minutes.</li> <li>April has concern under diversity, she would like “life experience” to be better defined.             <ul style="list-style-type: none"> <li>Linda thinks we need a “catch all” phrase and shouldn’t get too specific.</li> <li>Silver suggested adding, “sexual orientation.”</li> <li>Linda stated that we are not allowed to ask this question, therefore, there would be no way to collect that data.</li> <li>On the employment application, age, race, etc. are asked but they only go to the chancellor’s office, they don’t go to the screening committee.</li> <li>Linda stated that students are asked about their religious preferences.</li> </ul> </li> <li><u>Component 2</u> – members agreed upon, as written.</li> <li>Silver asked the question, what the history of “ancestry” was?             <ul style="list-style-type: none"> <li>Linda responded that it has to do with your family was, for example, a student who had parents who were spies.</li> <li>Tuan recommended adding the language from the model plan, submitted during the summer.</li> </ul> </li> <li><u>Component 3</u> – members agreed upon, with revision.</li> <li>Remove footnote # 3 and reference.</li> </ul>	<ul style="list-style-type: none"> <li><b>Annette will correct component 10, adding Student Services.</b></li> <li><b>Annette will scan section 53004 and send it with minutes.</b></li> <li><b>Suzi will scan model plan and send to Stephanie.</b></li> </ul>

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	<ul style="list-style-type: none"><li>• <u>Component 4</u> – members agreed upon, with revision.</li><li>• Tuan asked who are Title 9 officer is?</li><li>• Annette was unsure who that would be.</li><li>• Changes need to reflect the membership, as discussed earlier this morning.</li><li>• Need to discuss, do we want to have another person from HR, in the “ex officio” paragraph? HR doesn’t have anyone designated as an ADA Administrator, however, it is either the Director of Vice President of HR that handles this function and Grace handles it with students. Do we want to remove ADA coordinator?</li><li>• <u>Component 5</u> – members agreed upon, with revision.</li></ul>	
<b>7. Set Agenda for Next meeting</b>	<ul style="list-style-type: none"><li>• Skipped, Suzi will prepare and send to members for approval.</li></ul>	<ul style="list-style-type: none"><li>• <b>Suzi to send agenda ahead of time to the members.</b></li></ul>

**FUTURE MEETING DATES**

December 6, 2010, 8:00 a.m. - 9:30 a.m.16C

Meeting ended at 9:30 a.m.