

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of November 7, 2011**

Committee Members:			
X Robert Arnold	X Paul Hischar	X Tuan Vo	X Linda Rillorta
X Barbara Gonzales (Co-Chair)	X Johnny Jaurequi	X Martin Eeum	X Ana Tafoya-Diaz
X Suzi Hayward	X Annette Loria (Co-Chair)	X Tim Tokoshima	

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Everyone introduced themselves; 	<ul style="list-style-type: none">
2. Agenda Review	<ul style="list-style-type: none"> Agenda reviewed and maintained; 	<ul style="list-style-type: none">
3. Review Memory from 9/12/11	<ul style="list-style-type: none"> Minutes revised and approved as written; 	<ul style="list-style-type: none">
5. EEO Plan	<ul style="list-style-type: none"> Senate approved components 1-7, 9, 10, 14, and 15 Components 8 and 11-13 were not approved by the senate executive board. In addition, there were a few questions. The first correction is to change "Mount" to "Mt" on the cover page. Component 4 # 2 & 3 why are there names inserted in lieu of just positions? The response is that other plans do the same. Barbara brought forward a handout that identifies the objections by senate. She sated that these may not be the only objections, more may arise once the entire senate has an opportunity to look at them. Annette brought forward information she received at an ACHRO conference, "Pursuant to the announcement(s) from the Chancellor's Office at ACHRO 2008- and 2009, districts should delay working on components 11-13 and 15 until they receive further guidance. As explained, above, the Chancellor's Office has officially determined that it will no longer utilize methodologies requiring availability data; and the new Title 5 EEO regulations are being developed. At the time of this publication, new EEO and hiring regulations have not been adopted. At this time, districts should watch for communications from the Systems Office and consult with legal counsel as needed." Barbara stated she will take this information back to senate. The only other question that needs to be addressed is defining "norming session." In working on defining "norming session," a concern came up regarding the responsibility of the EEO representative. How does another member of the committee, that is representing a constituent group know to bring concerns to the EEO representative? Do the other committee members get training? Human Resources gives an orientation to the hiring committee. 	<ul style="list-style-type: none">

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	<ul style="list-style-type: none">• A question came up regarding how the hiring committee is chosen?• Annette responded that they are appointed by the different constituent groups.• The committee wrote some norming standards to submit to senate.	
6. Other	<ul style="list-style-type: none">• December 5, 2011 is the first day the HR will be in their new location. We may need to cancel the meeting.• A concern came up regarding whether there will be enough time to discuss the EEO training.• Annette responded that currently there is discussion to have this training take place sometime in February.• Tuan stated that there is an optional flex day in February.• HR will send out optional dates a week before and after the December 5, 2011 date for a possible reschedule (possibly December 12, 2011.)	<ul style="list-style-type: none">•
7. Set Agenda for Next meeting	<ul style="list-style-type: none">• Agenda Review;• Review Memory from November 7, 2011;• EEO Training;• Review EEO Plan;• Set Agenda for Next Meeting	<ul style="list-style-type: none">•

FUTURE MEETING DATES

December 5, 2011, 8:00 a.m. - 9:30 a.m. (16C or conference room in building 4)

Meeting ended at 9:00 a.m.