

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of June 4, 2012
8:00 a.m. – 9:30 a.m.**

Committee Members:

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| <input type="checkbox"/> Robert Arnold | <input checked="" type="checkbox"/> Joanne Franco | <input type="checkbox"/> Johnny Jauregui | <input checked="" type="checkbox"/> Ana Tafoya-Diaz |
| <input checked="" type="checkbox"/> Robert Coder | <input checked="" type="checkbox"/> Barbara Gonzales (Co-Chair) | <input checked="" type="checkbox"/> Lorraine Jones (Co-Chair) | <input checked="" type="checkbox"/> Tim Takashima |
| <input checked="" type="checkbox"/> Martin Eeum | <input checked="" type="checkbox"/> Paul Hischar | <input type="checkbox"/> Linda Rillorta | <input checked="" type="checkbox"/> Tuan Vo |
| | | | <input type="checkbox"/> ASSESSMENT ?? |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at 8:10 a.m. • Last meeting for this term, and this is the first time Robert Coder is attending the meeting • Introductions 	
2. Agenda Review	<ul style="list-style-type: none"> • Aida Cuenza is unavailable to join us today • Barbara McNiece –Stallard is unavailable this week, but will be happy to attend in September, when we resume 	
3. Review Memory from 5/7/2012	<ul style="list-style-type: none"> • Minutes were approved as written 	
4. EEO Plan- Section 12	<ul style="list-style-type: none"> • Paul Hischar (PH) - Question on recruitment – 2nd page – b1 – we generally do not advertise market radio and television stations because of the cost, does this mean we need to? ; Change to “may” include, instead of “shall” – section B • Barbara Gonzalez (BG) – when we say may, some other items may be excluded; Maybe we should go with “OR” and keep the “Shall” • Everyone agrees that works • BG – spirit – we will look in many places • Lorraine Y. Jones (LJ) – we have to post in one newspaper • BG – look at the sections in section 12 – is there any other major category that we are missing that we need to look at; is there something that we are not addressing that we may have missed • LJ / PH – we are not missing anything • Robert Coder (RC) – is there a review after the process? The recruitment process? • LJ – Annual open houses? Do we have open houses? • BG – Do we need to adjust it? It says shall consider.... • BG – in order to be successful – we need to have a recruitment plan – • LJ – People really do not understand the process here and ... • BG – Astounded, astonished, sad that I have a personal knowledge of 	<ul style="list-style-type: none"> • 2nd page – B1 • Interviews must include at least two questions which assess the candidate’s sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students • EEO Training – Title 5 • EEO Officer will approve a diverse makeup of selection/screening committees to include a diverse academic, socioeconomic, cultural disability, and ethnic backgrounds of community

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	<p>a person but yet they didn't support what they did well, and unfortunately we cannot inform them after ; Maybe we revisit the open house next year to educate others</p> <ul style="list-style-type: none">• PH – maybe even have breakout sessions – prepare people for interview panels; some informative sessions• Ana Tafoya-Diaz – Is this something that other schools have as well? LJ – Yes, I believe Long Beach did recently• Tuan Vo (TV) – We have a career fair on campus – maybe we have a booth and inform others that way; Although it is mainly for students, students still apply for positions as well• ATD – Section 2b – bilingual ability – a required qualification – is there a cash incentive? This is something that people have inquired about ; There was even a section in the directory that identified those that spoke other languages• BG – Language in B, states that we would have to analyze and deemed a requirement• PH – It is also a union issue – what will they allow and not allow – will have to go to several sources in order to get approved; with “desired” or “preferred”, it is not required to go through• Section 3• RC – What are you looking at as the representative model?• LJ – That is what we do not have access to; Typically it's the area we serve – we are trying to see if we have enough applicants to continue; recruitment cycle is costly, so sometimes we may extend the position to get a larger pool; there are also positions that you may get hundreds of applicants, where the qualifications are not specific and fairly general, we may get a lot of applicants• BG – Not much that we can get from number 3 – may need revision later, but the best we can do for now• LJ – Was there a section where we get to final interviews• LJ – There was an objection to “e”, because there is a limited amount of time and one question• Interviews must include at least two questions which assess the candidate's sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students• RA – Something to add – maybe include resume for the candidate so we know their cultural diversity and have questions based on their resume?• LJ – Questions need to be prepared and reviewed prior to the interview, not based on the candidate	<p>college students</p>
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	<ul style="list-style-type: none">• Interviews are 50 minutes usually, and our Director is looking to approve only 11 questions, however committees are suggesting 16, 17 questions and they will not be approved• ATD – It is an important question, sometimes its added as an additional question• ATD – EEO diversity training – in a committee, they talk about questions to ask• LJ – EEO reps are the only ones right now who are trained in recruitment; we are trying to get all members eventually trained; we need to be more mindful of the questions we ask –• BG – how do we rewrite this to where we are moving towards that – maybe we need to quote title 5 here –• BG – Section 4“c”• LJ - Academic Senate President is signing off from the Academic Senate perspective, not EEO perspective• BG – No sign-off on classified positions; Why is it true for faculty, but not classified?• ATD – There is an appointed CSEA on the committee, because of the process; They are looking for a CSEA appointment• BG – Makeup of the committee – do we need anything?• LJ – Academic Senate President needs to sign off on to ensure that the proper individuals are chosen to be on the committee• BG – Don’t know if this is the place to clarify the makeup of the committee – is there a way to insert that here or if there is another place to clarify?• BG – Maybe we need to define the makeup part – diversity• LJ – We don’t just look at sex/gender; We look at educational backgrounds;• BG – Maybe we rewrite this – EEO Officer will approve a diverse makeup of selection/screening committees to include a diverse academic, socioeconomic, cultural disability, and ethnic backgrounds of community college students• LJ – section 4g2 –• BG – EEO officer can validate the process• LJ – Nothing we can do at that point, as we followed the appropriate procedures• BG - Process was followed in a fair and consistent manner• LJ – Maybe there was something flawed in the system and it needs to be addressed• BG – Is there something we can add – may make recommendations for future recruitments	
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	<ul style="list-style-type: none">• Will need to review minutes	
5. Report of progress of potential Projects	<ul style="list-style-type: none">•	<ul style="list-style-type: none">•
6. Set Agenda for Next meeting	<ol style="list-style-type: none">a. Agenda Reviewb. Review Memory from June 4, 2012c. Report of progress of potential projectsd. Set Agenda for Next Meeting	

FUTURE MEETING DATES

Monday, September 10, 2012

Meeting ended at 9:29 a.m.