

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of November 5, 2012
8:00 a.m. – 9:30 a.m.**

Committee Members:

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

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at 8:15 a.m. 	
2. Review Memory from 10/1/2012	<ul style="list-style-type: none"> • Quorum was not reached; will review at next meeting 	
3. Agenda Review		
4. AP 3720 Computer and Network Use	<ul style="list-style-type: none"> • Lorraine will bring a draft next meeting and will talk to Vic Belinski regarding the policy • LJ: recommend to enhance this policy as there are a number of employees who have religious quotes in emails • Some people are being told to remove quotes • Some have sued as religious discrimination – but it is not clear in our policy • PH: please draft some language to bring to our next meeting • BG: this is an interesting topic – some things, that may not be quite religious in nature/inspirational, but not quite religious – need to be clear in our guidelines • LJ: people who have called – they are actual quotes from scripture • TV: I signed the form once, not the most recent • LJ: People are violating policies, but just don't know or realize • RA: We need to celebrate diversity – it never bothers me and I respect that person, so we don't need to be judgmental; If we tell them that they cannot freely express themselves, it's a catch 22 • LJ: Yes, we are balancing – no one is complaining, but we were told it was not a good use of public resources; it is not OK that it might be only Christians that are told not to include in their email – what about other religions – but yes, it is hard to balance <p>EEO Plan</p> <ul style="list-style-type: none"> • BG: Is the EEO Plan ready to post? • LJ: no, we will have to review, we may have a few more edits • LJ: during a conference, I received updates from the Chancellor's Office regarding the EEO plan 	

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	<ul style="list-style-type: none"> • There is no update • There are hold ups from the Department of Finance, who indicated that there may be an update in the Spring <p>Campus Climate Survey</p> <ul style="list-style-type: none"> • BG, BMS (Barbara McNeice-Stallard), LJ, JF – met on October 30 • JF provided sample campus climate surveys; have not yet been finalized • Looked at Citrus, SBVC, talked about how some survey choices would make a difference • LJ: we need to be clear about what we are looking for – fairness and equity <ul style="list-style-type: none"> • We would have to educate the campus prior to asking the question • LJ: SBVC – separated surveys by employee group, but we think it would be best for one survey; <ul style="list-style-type: none"> • Also believe it would be best to wait before including students • BMS: come to the next meeting to discuss and create rationale • BG: We need to promote this survey and need to get more than the usual • TV: The survey needs to be 5 minutes, can't keep it going/ it needs to be clear with the time it takes and the questions asked • LJ: BMS mentioned that there was a goal set about a presentation due June 2012 – LJ told her that goal will continue, as it has not been met yet <p>Questions:</p> <ul style="list-style-type: none"> • RA: On Flex Day, maybe motivate for Flex Day • LJ: Goal is for the campus community, not just the faculty • PH: That would be a great way for the faculty • LJ: One option was 'Hiring the EEO Way' • RA: Does staff have the same standard as faculty? – encouragement for staff to maybe get points? • LJ: That would be a negotiated item / certainly something to look into • TV: People would need incentives 	
<p>5. Report of progress of potential projects</p>	<ul style="list-style-type: none"> • In April, there is a Diversity Conference – BG will email information 	
<p>6. Set Agenda for Next meeting</p>	<ol style="list-style-type: none"> a. Welcome/Introductions b. Review Memory from October 1, 2012 and November 5, 2012 c. Agenda Review d. AP 3720 Computer and Network Use e. Report of progress of potential projects f. Set Agenda for Next Meeting 	

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FUTURE MEETING DATES

Monday, December 3, 2012

Meeting ended at 8:59 a.m.