

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of March 4, 2013
8:00 a.m. – 9:30 a.m.**

Committee Members:

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

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • 	
2. Review Memory from February 4, 2013	<ul style="list-style-type: none"> • There was only discussion about the EEO Plan; in section 2, there was no action/outcome • BG: will speak to Eric Kaljumagi – he may want the EEO plan to go to Senate Exec first • RC: What was reviewed with AP 3720 – LJ: will need to speak to V. Belinski or D. Vickers to review the policy • Last bullet – category 5 <ul style="list-style-type: none"> • Previously written: Although this (campus climate survey) is focused on the employees overall, ultimately, everything is tied back to the students • Edited to reflect: Although this is focused on the employees overall, ultimately, everything is tied to the students and the community • Minutes approved 	<ul style="list-style-type: none"> •
3. Agenda Review	<ul style="list-style-type: none"> • Add: Purpose and Function 	
4. CEDC Purpose and Function	<ul style="list-style-type: none"> • LJ took revised Purpose and Function to PAC and there are some additional revisions that are needed • LJ: there was a question about phrase: “...<i>this body does not take action, but take recommendations...</i>” <ul style="list-style-type: none"> • In addition,; <ul style="list-style-type: none"> • We are starting each sentence with “To”, so we need to place that at the top • No logo is needed • Committee membership needs to be listed below • Dr. Scroggins will appoint someone from Continuing Ed 	<ul style="list-style-type: none"> • Updated Purpose and Function is attached
5. EEO Plan Update	<ul style="list-style-type: none"> • LJ: Everything has remained the same as of today, however LJ will be speaking to the Chancellor’s Office on Thursday, March 7 	<ul style="list-style-type: none"> •

<p>6. Survey Questions</p>	<ul style="list-style-type: none"> • LJ: In 2009, a piece of the accreditation process was a campus survey • Dr. Scroggins wants a survey for accreditation done every 2 years • LJ will request to review the process, or questions, as we may be able to pick or add questions to the survey so we don't ask the same questions • The survey was discussed in PAC this month • CB: Is BMS coming to assist us? • LJ: BMS had a recommendation: survey should not be too long • Discussing Categories <ul style="list-style-type: none"> • JJ: 651 representation with regards to the hiring process, in particular the management positions: committees usually have two per group, except for classified representatives; the committee structure for management recruitments are not fairly balanced CB: This may fit under "organization" <ul style="list-style-type: none"> • Purpose: the purpose is to see how people feel with regards to Diversity/Inclusion • RC: Institutional Integrity: instead of honesty, maybe "fairness" • Communication: values encourage and support – everyone receives the same information – equity with dissemination and how everything is communicated • Ex: I am satisfied with the level of communication (open dialogue) I get from the college • Ability to agree/disagree • RA: Who has the responsibility of sharing the information with the college? Do we have a feedback box? To whom do we give feedback? <ul style="list-style-type: none"> • BG: That depends on who the information comes from • CB: the survey is just testing the information from all groups – does one employee group feel they do not get the same as other groups? • TT: How will we know that it is all groups – it is great we are changing the phrase to "perceive" – we are requesting the perception, not the actual • CB: how about, "I am satisfied with the level that my group..." • TB: I receive information about college matters • LJ: What does the campus need from us • JJ: Maybe ask which workgroup do you represent – also ask which department • Training and development was suggested as a category – maybe we can add that later 	<ul style="list-style-type: none"> • Add "organization" as a category for the Campus Climate Survey • Survey Categories: attached for review
<p>7. Report of progress of potential</p>	<ul style="list-style-type: none"> • 	

Campus Equity and Diversity Committee

March 4, 2013

Page 3 of 2

projects		
8. Set Agenda for Next meeting	a. Welcome/Introductions b. Review Memory from March 4, 2013 meeting c. Agenda Review d. EEO Plan Update e. Survey Questions f. Report of progress of potential projects g. Set agenda for next meeting	

FUTURE MEETING DATES

Monday, April 1, 2013

Meeting ended at 9:34 am