

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of December 1, 2014
8:00 a.m. – 9:30 a.m.**

Committee Members:

- | | | | |
|--|---|--|--|
| <input checked="" type="checkbox"/> Genee Arvidson-Perkins | <input checked="" type="checkbox"/> Joanne Franco (notes) | <input checked="" type="checkbox"/> Robert Montoya | <input type="checkbox"/> Gabriela Ulloa |
| <input type="checkbox"/> Robert Coder | <input checked="" type="checkbox"/> Jim Jenkins | <input type="checkbox"/> Tony Rivas | <input checked="" type="checkbox"/> Lisa Zahn |
| <input type="checkbox"/> James P. Czaja | <input type="checkbox"/> Lorraine Y. Jones (Co-chair) | <input type="checkbox"/> Tim Takashima | <input checked="" type="checkbox"/> Keon Hall (Student Representative) |
| <input checked="" type="checkbox"/> Tom Edson (Co-chair) | <input checked="" type="checkbox"/> Kambiz Khoddam | <input type="checkbox"/> Tuan Vo | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at: 8:11am • 	
2. Review Memory from November 3, 2014	<ul style="list-style-type: none"> • Memory from November 3, 2014 was approved as written. 	
3. Agenda Review		
4. Purpose and Function	<ul style="list-style-type: none"> • Some concerns from Academic Senate relayed to Tom Edson • Function statement #1 – job of the committee is to review and recommend: review the Equal Employment Opportunity Plan and make recommendations biennially • New #6: • Changes made to the Purpose and Function statement 	<ul style="list-style-type: none"> • TE will send the new language to AS
5. EEO Training	<ul style="list-style-type: none"> • Scheduled for April 6, 2015 meeting • The training will be about 1.5 hours • LYJ will schedule a separate time for those who are unable to attend 	
6. EEO Plan revision review	<ul style="list-style-type: none"> • Section V. Advisory Committee: In the current, stated assist with the implementation – added assist with the development • Look at advisory group language • Will be reviewed in the spring by Academic Senate due to scheduling 	
7. Proposed language from Human Resources regarding hiring AP's	<p>AP7120 recommendations were distributed by JC Draft recommended changes may be used for other hiring AP's References the EEO Plan</p> <ol style="list-style-type: none"> 1. Added references to the references section to include the EEO Plan and the IRCA 2. Added an introductory statement to address the EEO Plan <p>Suggestions:</p> <ul style="list-style-type: none"> • Prior to the second paragraph, add a sentence that identifies the EEO plan to guide the hiring procedures <ol style="list-style-type: none"> 3. Remove the Applicant Travel Reimbursement 4. Remove faculty ranking process and place in a separate AP 	

Campus Equity and Diversity Committee

December 1, 2014

Page 2 of 3

	<ul style="list-style-type: none"> • Discussion regarding faculty ranking process was discussed as well as how the removal of this process into a separate AP falls within CEDC's recommendations • Insert the EEO plan as early as possible in the recruitment process <p>5.</p> <ul style="list-style-type: none"> • Concerns regarding recommendations for sections #4 and #5 were discussed • CEDC will make recommendations and TE sees no issues or problems with #1, #2, #3 – in order to do #4, need to argue why this is an appropriate recommendation from CEDC – it needs to be practical; can be rewritten – instead of creating an AP that includes all groups, it is best to separate for each group so that if revision is needed it is easiest to revise per group • Senate has some concerns regarding the ranking process • TE recommended that the document be split into 2 documents and sections 1-3 goes forward with an immediate recommendation for Senate group in Spring <ul style="list-style-type: none"> • In Spring, March or April – CEDC reviews sections 4 and 5, and place it on the agenda for review; there is a need to clean up the AP • Come back to next meeting with copies of the AP's and the recommendations for the committee to review • Full discussion to take place on March 2, 2015 regarding recommendations • Additional recommendations submit to Lorraine Y. Jones or James Czaja 	
<p>8. Chancellor's Office Language (from IT)</p>		
<p>9. EEO Parking Lot</p>		
<p>10. Open Session (open items)</p>	<p>The Open Session is where any topics may be discussed Effective this week, Tom Edson is no longer on the CEDC committee and a replacement is needed</p>	
<p>11. Set agenda for next meeting (March 2, 2015)</p>	<ul style="list-style-type: none"> • Welcome/Introductions • Review Memory from December 1, 2014 • Agenda Review • Proposed Language from Human Resources regarding Hiring AP's • EEO Parking Lot • Open Session (open items) • Set agenda for next meeting 	

FUTURE MEETING DATES

Monday, March 2, 2015

Meeting ended at: 9:32am