

Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of June 6, 2016
9:00 a.m. – 10:30 a.m. Building 4, Room 2320

Committee Members:

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|--|--|--|--|--|
| <input type="checkbox"/> Genene Arvidson-Perkins | <input checked="" type="checkbox"/> Manoj Jayagoda | <input checked="" type="checkbox"/> Tony Rivas | <input checked="" type="checkbox"/> Chisa Uyeki (Co-Chair) | <input checked="" type="checkbox"/> Justin Ott |
| <input type="checkbox"/> Co-Chair (Vacant) | <input checked="" type="checkbox"/> Jim Jenkins | <input type="checkbox"/> Lisa Romo (Notes) | <input checked="" type="checkbox"/> Susan Wright | <input checked="" type="checkbox"/> Lisa Zahn |
| <input checked="" type="checkbox"/> Maria Davis | <input checked="" type="checkbox"/> Kambiz Khoddam | <input type="checkbox"/> Juanita Olivas | <input type="checkbox"/> CSEA 262 Rep (Vacant) | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at: 9:08 am 	
2. Review Memory from May 9, 2016	<ul style="list-style-type: none"> • Memory from May 9, 2016 was approved with changes. 	
3. AP/BP 3420 Revisions	<ul style="list-style-type: none"> • Currently under review 	<ul style="list-style-type: none"> • Noted
4. Expanded PAC Report	<ul style="list-style-type: none"> • Strategic Plan being reviewed. Input from various committees may be considered during the drafting of future Strategic Plans. 	<ul style="list-style-type: none"> • Noted
5. Committee Goal and Progress Report	<ul style="list-style-type: none"> • The committee agrees that the 15-16 CEDC committee goals are an accurate representation of what the committee set out to accomplish during the year. • All of the CEDC 15-16 goals are linked to College Strategic Plan Goal 9 • The committee agreed with the linked college goals and the outcome/accomplishment descriptions listed for Goals 1 and 2 • Goal 3 is linked to college goals 9, 10, and 14. The EEO training modules were reviewed and are being implemented • Goal 4 is linked to college goals 9 and 14. AP/BP 3420 is currently under review. This goal is in process, the committee has made recommendations and identified EEO related APs/BPs to be reviewed next year. AP/BP 7120 recommendations were made through the Academic Senate Task Force • Goal 5 and 6 are linked to college goal 9 and 14. The EEO Institutional Indicator measurements will be recorded on Goals 5 and 6. Several of the indicators cannot be addressed without an EEO Director <p>In regards to EEO Indicators:</p> <ul style="list-style-type: none"> #4 – Need to develop a method of capturing if EEO reasons played a factor for those who voluntarily leave the District #6 – The San Gabriel/Foothill Association of Community Colleges Mentor Program will be looked at next year #7 – EEO Director needed, there are currently no statistics for the number of harassment and discrimination complaints received 	<ul style="list-style-type: none"> • Chisa will submit the completed committee goal list to the President's office during week of June 6, 2016.

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<p>Committee Goal and Progress Report (continued)</p>	<p>#8 – Harassment and discrimination training must be completed within six months of hire. Records relating to the District’s compliance will be reviewed next year #9 – Diversity in publications, marketing tools, and website should be broad and authentic, to be reviewed next year #10 – The various awards for employees will continuously be evaluated to determine if they promote diversity and equal employment opportunity principles. #11 – To be reviewed next year, unable to measure as currently stated. The true intent of this indicator is not properly articulated. #12 – CEDC will meet with Student Equity during Fall 2016 #13 – Analysis of various employment events will be reviewed next year, unable to measure at this time #14 – The Title IX working group will be asked to attend a CEDC meeting next year</p>	
<p>6. EEO Institutional Indicators a. Awards Indicator (Susan W.) b. HR Data c. Follow up on Research Indicator d. Follow up on Media Indicator</p>	<ul style="list-style-type: none"> • Committee members will collect flyers, emails, etc. regarding awards to determine if they promote diversity and equal employment opportunity principles. Irene Malmgren’s office and Denise Lindholm may be resources for the various awards given on campus • HR Data is currently not tracked since there is no EEO Director • Chisa reviewed several survey tools to determine if diversity questions are being asked • Publications, marketing tools and the website will be reviewed next year to determine if they reflect diversity in a broad and authentic manner 	<ul style="list-style-type: none"> • Awards will be discussed monthly to determine if they exhibit diversity
<p>7. Open Session(open items)</p>	<ul style="list-style-type: none"> • Manoj suggested having a CEDC drop box created to allow members to deposit items they come across pertaining to the indicators • Justin suggested speaking to Mark Fernandez because he recently had a drop box created for accreditation 	<ul style="list-style-type: none"> • Chisa will check w/HR Analyst regarding dropbox
<p>8. Set agenda for next meeting (2016-17)</p>	<ul style="list-style-type: none"> • Welcome/Introductions • Review Memory from June 6, 2016 • Agenda Review • Open Session (open items) • Set agenda for next meeting 	<ul style="list-style-type: none"> • Prioritize items on 15-16 Committee Goals List that state to be reviewed during 16-17 year

Meeting ended at: 10:30AM

FUTURE MEETING DATES:

Meetings will be scheduled on the second Monday of each month from 9:00am-10:30am