

Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Minutes of October 8, 2018
9:00 a.m. – 10:30 a.m. Building 4, Room 2320

Committee Members:

- | | | | | |
|--|---|---|---|---|
| <input checked="" type="checkbox"/> Maria Davis, Faculty | <input checked="" type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Joanne Franco (Notes) | <input checked="" type="checkbox"/> Lina Soto, Faculty (Co-Chair) | <input checked="" type="checkbox"/> Lorina Boon, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input type="checkbox"/> Ryan Wilson, Designee | <input checked="" type="checkbox"/> Jesus Garcia, Student | <input checked="" type="checkbox"/> Rosa Asencio, CSEA 262 Rep (Co-chair) | <input type="checkbox"/> Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair) |
| <input type="checkbox"/> Clarence Banks, Mgmt. Rep. | <input type="checkbox"/> Michelle Stewart-Thomas, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input checked="" type="checkbox"/> Johnny Jauregui, CSEA 651 Rep | <input type="checkbox"/> Diana Dzib, Classified Senate Rep |
| <input type="checkbox"/> LaToya Bass, Confidential Rep. | | <input checked="" type="checkbox"/> Melinda Bowen, Faculty | | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> • Meeting began at: 9:07am • Student: Jesus Garcia 	
2. Agenda Review	<ul style="list-style-type: none"> • No additional items were added to the agenda. 	
3. Review Minutes from September 17, 2018 meeting	<ul style="list-style-type: none"> • Minutes for September 17 meeting were approved with changes. <ul style="list-style-type: none"> • #7 – Recruitment Practices Survey last bullet changed to: A discussion came up regarding applicants and an example was brought up where someone had applied and made it to final interviews, but there was a criticism regarding the way the applicant spoke criticism regarding the way the applicant presented themselves and the committee member not being culturally sensitive to the applicant's cultural professional presentation. • #9 Open session (2nd bullet) There will be at least 35 “faculty” hires for the next fiscal year. • #9 Open session (1st bullet – added “faculty”) Add to Action/Outcome: HR to update their notices to management regarding advertising locations to include asking faculty/staff for additional recommendations and to remind them to include their listserves 	<ul style="list-style-type: none"> • All approved with changes
4. Committee Membership A. CSEA Co-Chair	<ul style="list-style-type: none"> • Congratulations to Rosa Asencio, Co-Chair 	
5. Purpose and Function Statement	<ul style="list-style-type: none"> • Purpose and Function Statement • Function: (suggested changes are highlighted below) <ul style="list-style-type: none"> - #3: committee asked for a list of the AP's/BP's - Ensure Review and recommend that employment policies and practices that eliminate bias and unlawful discrimination in the hiring process and in the workplace HR carries out the policies 	<ul style="list-style-type: none"> • Sokha to review the suggested changes

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<p>6. EEO Plan a. Sub-groups</p>	<ul style="list-style-type: none"> • Discussed the EEO Plan and what items needed revision; the committee will wait for Sokha and Ryan to determine what areas need updating • Question was raised, were there any areas in the EEO Plan that were designated as needed to be changed/updated by the Chancellor's Office 	<ul style="list-style-type: none"> • Sokha and Ryan to review the EEO Plan and decide which sections they would like to handle and provide the committee with areas committee would be able to assist with and provide the information to the committee • Committee will read and review the plan to see what areas they would best be able to assist with
<p>7. Demographic Report</p>	<ul style="list-style-type: none"> • EEO plan states faculty should be broken down by division • Comparative piece: what does the hiring pool look like over the past few years (was pulled for the last year) 	<ul style="list-style-type: none"> • Committee would like the current demographic report for all faculty (full time and adjunct) broken down by division • Committee would also like management broken down by middle management (Deans, Associate Deans, Directors) and executive management with input from Sokha/Ryan • Committee would like to know, what is the acceptable amount, is the discrepancy a bias or recruitment issue?
<p>8. Open Session(open items)</p>		
<p>9. Future Meeting Topics</p>	<ul style="list-style-type: none"> • Demographic Report: Recommend that this communication go out to and not stay in the committee (add to discussion) What would happen after? Would it be summarized? Brought to PAC? • Purpose and Function: internal definition/ flowchart of decision making process / where does this information go? • EEO Plan • Changes to EEO plan may affect BP's / AP's 	<ul style="list-style-type: none"> •
<p>10. Information to President's Advisory Council (PAC) - Ongoing</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> •

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
11. Set agenda for next meeting	<ul style="list-style-type: none"> • Welcome/Introductions • Review Minutes from October 8, 2018 • Agenda Review • EEO Plan • Purpose and Function Statement • Demographic Report • Open Session (open items) • Future Meeting Topics • Information to President's Advisory Council (PAC) - Ongoing • Set agenda for next meeting 	<ul style="list-style-type: none"> •

Meeting ended at: 10:21 am

FUTURE MEETING DATES

Date	Time	Location
October 8, 2018	9:00 a.m. – 10:30 a.m.	4-2320
November 19, 2018	9:00 a.m. – 10:30 a.m.	4-2320
December 3, 2018	9:00 a.m. – 10:30 a.m.	4-2320
March 11, 2019	9:00 a.m. – 10:30 a.m.	4-2320
April 8, 2019	9:00 a.m. – 10:30 a.m.	4-2320
May 13, 2019	9:00 a.m. – 10:30 a.m.	4-2320
June 3, 2019	9:00 a.m. – 10:30 a.m.	4-2320