

Mt. San Antonio College

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of October 7, 2019
9:00 a.m. – 10:30 a.m. Building 4, Room 2430**

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Campus Equity and Diversity Committee

June 3, 2019

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Committee Members:

- | | | | | |
|--|---|---|---|--|
| <input checked="" type="checkbox"/> Maria Davis, Faculty | <input type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input type="checkbox"/> Lorina Boon, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input type="checkbox"/> Katherine MacDonald (in lue of Ryan Wilson, Designee (VP, HR)) | <input type="checkbox"/> Aya Garawi, Student | <input type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair) | <input checked="" type="checkbox"/> Joanne Franco (in lue of Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair)) |
| <input type="checkbox"/> Michelle Sampat, Mgmt. Rep. | <input checked="" type="checkbox"/> Michelle Stewart-Thomas, Faculty | <input type="checkbox"/> Eric Kaljumagi, Faculty | <input checked="" type="checkbox"/> Peter Gonzalez, (in leu of Johnny Jauregui, CSEA 651 Rep) | <input checked="" type="checkbox"/> Marlene Espina, Classified Senate Rep |
| <input checked="" type="checkbox"/> Lucy DeLeon, Confidential Rep. | | <input type="checkbox"/> Melinda Bowen, Faculty | | <input type="checkbox"/> Joan Sholars, Faculty Association Rep |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at 9:10 am 	
2. Agenda Review	<ul style="list-style-type: none"> Revised as recommend. 	
3. Review Minutes from October 7	<ul style="list-style-type: none"> Minutes will be reviewed at Nov. 7 meeting 	
4. Review PAC Recommendations	<ul style="list-style-type: none"> Committee reviewed the following APs & BPs: <ul style="list-style-type: none"> Purpose: Function Membership Terms Committee Goals Committee discussed lack of female representation with Management recruitments Committee would like to research other colleges hiring practices for executive level positons, such as a President or Chancellor position. Committee discussed systemic lake of access to skill building and how to address this during the recruitment process. 	
5. EEO Plan, pg. 11	<ul style="list-style-type: none"> Rosa was announced as he appointed Classified Representative (Co-Chair 	
6. President Supports:	<ul style="list-style-type: none"> AP for President Selection AP formalizing hiring process for Adjuncts AP requiring every hiring committee member requiring EEO training prior to orientation meeting Diverse and equitable (gender, race) hiring committees. AP on Confidential recruitments Equalize representation committees inclusive of classified staff HR reviewing hiring committee make-up and appoint additional members if needed to bring diversity and equity. Diversity and equity must be required criteria All applications will require an equity and diversity question 	
7. Standards	<ul style="list-style-type: none"> Remove \$500 travel limit for all permanent positions 	Sokha will provide a copy of the previous survey

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8. Open Session (open items)	<ul style="list-style-type: none">••	Sokha will provide demographics for the 2018/19 Fiscal Year at the November meeting. Committee will then analyze data and discuss at December's meeting
9. Set Agenda for Next Meeting	<ul style="list-style-type: none">• Co-Chairs will meet to discuss agenda items	

Meeting ended at: 10:02 am

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