

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of April 5, 2021
9:00 a.m. – 10:30 a.m. Zoom**

Committee Members:

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| <input checked="" type="checkbox"/> Cara Tan, Faculty | <input checked="" type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input checked="" type="checkbox"/> Diane Jette, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) | <input checked="" type="checkbox"/> Juan Mendoza, Student | <input checked="" type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair) | <input checked="" type="checkbox"/> Sokha Song, Deputy Director, Human Resources . (Co-Chair) |
| <input checked="" type="checkbox"/> Michelle Sampat, Management Appointment. | <input checked="" type="checkbox"/> Eugene Mahmoud, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input checked="" type="checkbox"/> Peter Lot-Gonzales, CSEA 651 Rep | <input type="checkbox"/> Marlene Espina, Classified Senate Rep |
| <input checked="" type="checkbox"/> Lucy DeLeon, Confidential Rep. | | <input checked="" type="checkbox"/> Mica Stewart, Faculty | | <input checked="" type="checkbox"/> Emily Woolery, Faculty Association Rep |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at 9:00am. 	
2. Agenda Review		
3. Review Minutes from October	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. CEDC Mt. SAC Climate Survey	Sokha updated the committee on the progress on the Climate Survey subgroup meetings. The subgroup will meet prior to the May meeting to work on the edits/feedback and will bring back to the committee for review. Sokha encouraged the committee to send additional feedback to the subgroup.	
5. Hiring Committee Survey (Volunteers)	<p>Sokha provided an overview of what the survey will include. The purpose of the survey is to look at the recruitment experience. The committee discussed the most effective time to work on the survey and when to send the survey out. There was some interest in surveying the hiring committee after each recruitment.</p> <p>Sokha elaborated on the focus of the survey, which is to find out what we did well and what we didn't do well.</p> <p>Comments: Short targeted questions Too many surveys if serving on multiple recruitments What is the working definition under the context we are working under (diversity)</p>	<p>Lizette to send email to the committee for volunteers. The committee will approve at the Sept. meeting. Subgroup to work on the survey over the spring/summer</p> <p>Volunteers: - Lucy De Leon</p>
6. CEDC – Committee Name & Committee Membership	Sokha discussed the committee's P&F statement sent to PAC in November 2020. PAC sent the P&F back to the committee with feedback. The committee was granted an extension to work on the P&F statement recommendations from PAC until March 2021.	<ul style="list-style-type: none"> Antoine, Rosa, and Sokha will present the committee's recommendation at the next PAC meeting. The Tri-chairs will provide an update to the committee at May's meeting. Lizette to inform PAC that CEDC will present at next PAC meeting.

	<p>Comments:</p> <ul style="list-style-type: none"> • The committee discussed having adequate representation on the committee. Shrinking the committee may cause more harm. • Understand what groups are here (CEDC Committee) • Having representatives from each dept. would make the committee way to large. • It's important to have equal representation • The committee is leaning to increasing the representation by one member per group equaling four additional members. • The committee discussed the function of each appointment within the various groups. • Committee discussed the intent of the committee's work in hiring to include all areas of the campus not just faculty. • The committee discussed the probability of PAC approving four more members to the committee given there no longer an issue of meeting quorum. • The committee discussed other functions of the committee aside from hiring. Sokha discussed the EEO plan, Cultural Climate Survey, and providing feedback to other committees as it pertains to the work we do in CEDC. Update and review the EEO plan. • CEDC is a recommending body. Recommendations are based on the data the committee receives/reviews. <p>CEDC's recommendation is to bring back the original recommendation made to PAC last year, which is to bring four new members forward.</p> <p>The committee discussed the name change to the committee to include social justice and anti-racism. There was some concerns on how social justice would tie into the work the committee does, how to implement, and what does it look like. The committee agreed to table moving forward the name change pending further discussion.</p>	<ul style="list-style-type: none"> • Mica will bring definitions of Social Justice to the next meeting.
<p>7. Open Sessions</p>		

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8. Set Agenda for Next Meeting	• Co-Chairs will meet to discuss agenda items	
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Meeting ended at: 10:33 am