Mt. San Antonio College

**Campus Equity and Diversity Committee (CEDC)**

**Group Minutes of April 4, 2022**

**9:00 a.m. – 10:30 a.m. Zoom**

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| **ITEM** | **DISCUSSION/COMMENTS** | **ACTION/OUTCOME** |
| **1. Welcome/Introductions** | * Check-in began at 8:30am. Meeting began at 9:00am |  |
| **2. Agenda Review** | * Agenda reviewed and approved |  |
| **3. Review Minutes from October** | * Minutes approved by acclamation – 1 abstention |  |
| **4. Multiple Methods** | * The committee reviewed each method and provided feedback * There was discussion on the following:   + Method#1 – CEDC Membership: The committee reviewed and provided edits to the membership list   + Method #2 – Board Polices and Adopted Resolutions: The committee added language from BP 3420 EEO   + Method #4 – Focused Outreach and Publications: The committee discussed the job postings advertised on job boards across campus as an effort to promote and provide equal opportunity to all employees.   + Method #5 – Procedures for Addressing Diversity throughout Hiring Steps and Levels: The committee discussed whether the information outlined in Method 5 is shared with management due to concerns about the lack of minoritized individuals offered positions after second level interviews. * The committee motioned to approve the EEO Multiple Methods Allocation Certification form and will go out for signature and then to BOT. |  |
| **5. EEO Plan** | * The committee continued to review and provide feedback/edits to the EEO plan. The committee reviewed p.15 – p.22 * The committee will continue to review the EEO plan at May’s meeting. | * LH will email the final draft to the committee before it’s presented to BOT for approval. |
| **6. Updates from Workgroups** | * No updates provided – will table to May’s meeting |  |
| **7. Open Sessions** | * No discussion |  |
| **8. Set Agenda for Next Meeting** | * Co-Chairs will meet to set agenda |  |

Meeting ended at: 10:30 am