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**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Committee Members:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| [x]  Cara Tan, Faculty[x]  Manoj Jayagoda, ACCESS [x]  Michelle Sampat, Management Appointement.[x]  Lucy DeLeon, Confidential Rep.[x]  Marisa Fierro, Management Appointement. | [x]  Kambiz Khoddam, Faculty[x]  Ryan Wilson, Director EEO, Title IX, Leaves Administration (Interim Co-Chair)[x]  Eugene Mahmoud, Faculty[x]  Sheila Espy, Faculty Association Rep | [x]  Lizette Henderson (Notes)[ ]  Juan Mendoza, Student Rep[x]  Eric Kaljumagi, Faculty [x]  Mica Stewart, Faculty[x]  Gizelle Ponzillo, CSEA 262 Rep | [x]  Antoine Thomas, Faculty (Co-Chair)[ ]  Rosa Asencio, CSEA 262 Rep (Co-Chair)[x]  Peter Lot-Gonzales, CSEA 651 Rep[x]  George Gutierrez (Interim), CSEA 651 Rep | [x]  Tami Pearson, Continuing Ed Rep[ ]  Sokha Song, Designee (VP,HR) [ ]  Marlene Espina, Classified Senate Rep [x] Emily Woolery, Faculty Association Rep  |

 |

 |
| **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