



**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Minutes of November 7, 2022
9:00 a.m. – 10:30 a.m.
04-2320 / Zoom**

Committee Members:

<input type="checkbox"/> Tika Davé-Harris, AVPHR (Tri-Chair)	<input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS Rep	<input checked="" type="checkbox"/> Lisa Rodriguez, Acting Director of POD (VPHR Designee)
<input checked="" type="checkbox"/> Eugene Mahmoud, Academic Senate (Tri-Chair)	<input checked="" type="checkbox"/> Eric Kaljumagi, Faculty Association	<input type="checkbox"/> Michelle Sampat, Management
<input type="checkbox"/> LaToya Bass, Confidential Rep	<input type="checkbox"/> Renu Katoch, Classified Senate	<input checked="" type="checkbox"/> Dr. Mica Stewart, Academic Senate
<input type="checkbox"/> Johnny Armendariz, CSEA 651 Rep	<input type="checkbox"/> Kambiz Khoddam, Academic Senate	<input checked="" type="checkbox"/> Cara Tan, Academic Senate
<input type="checkbox"/> Marlene Espina, CSEA 262 Rep	<input checked="" type="checkbox"/> Candace Leuthold, Academic Senate	<input checked="" type="checkbox"/> Emily Woolery, Faculty Association
<input checked="" type="checkbox"/> Sheila Espy, Academic Senate	<input type="checkbox"/> Juan Mendoza, Associated Students	<input checked="" type="checkbox"/> Iris Maccanico Recorder
<input checked="" type="checkbox"/> Marisa Fierro, Management Rep	<input checked="" type="checkbox"/> Tami Pearson, Continuing Ed Rep	
<input type="checkbox"/> Peter Gonzales, CSEA 651 Rep	<input checked="" type="checkbox"/> Gizelle Ponzillo, CSEA 262 Rep	

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<ul style="list-style-type: none"> • Kelly Fowler 	<ul style="list-style-type: none"> • Meeting began at 9:00am-Kelly answered the committee's questions that were given to her prior to the meeting. Those questions were: <ul style="list-style-type: none"> ○ What is the purpose of the DEISA Council and how the work might overlap with the purpose of CEDC? ○ Can CEDC make recommendations to the DEISA council? • Cara -Asked why we have campus equity & diversity separate from DEISA committee and how can we prevent overlapping and stepping on each other's toes. She added that perhaps we need to redefine our role and rename this committee to EEO committee. • Lisa-Cara made a good point. • Eugene-Those are the questions he posed. • Cara -Will SEAP & Title V funds be managed through the DEISA council and is CEDC strictly for EEO development and implementation? • Eugene-CEDC was asked to provide feedback on the Accreditation ISER with regards to the campus survey. • Mica-Do you know when DEISA council will have its first meeting? Can we get an update on who is on the committee? • Eugene-With regards to DEISA efforts led by faculty & students, can we receive a list of funding sources? • Lisa-PAC had discussions on the role of the DEISA Council with respect to other DEISA initiative on campus. In particular, the DEISA Council stands out as a coordinating & collaboration body for the various committees & initiatives on campus that address & takes action on components of DEISA. This is a unique function for the Council which specifically reports to PAC for that purpose. As to the PAC discussion of role of the Council with respect to CEDC, the 	<ul style="list-style-type: none"> • Kelly Fowler stated the CEDC promotes a climate of equal access & opportunity to improve workforce diversity. The committee also seeks to strengthen & expand the ability of administrative officers & employees to demonstrate sensitivity to & understand of the values & benefits of diversity among college students & the workforce • HR recently staffed positions dedicated to support DEISA work through unrestricted general funds as appropriated through the New Resources Allocation process • Kelly left the meeting at 9:32am

Commented [DT1]: Do you have any additional notes on what Kelly said such as how she answered the questions?

Commented [MI2R1]:

Commented [MI3R1]: I don't have any other information, but I can consult with Eugene

Meeting ended at: 10:33 am

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	distinction that was made in PAC is that the DEISA role of CEDC is specific to equity in hiring & employment & to overseeing the development & implementation of the Equal Employment Opportunity Plan; the financial resources available to the college are categorical EEO funds and SEAP funds both of which are specially dedicated to DEISA, grant funding, specifically the several Title V federal funds that the college receives, and unrestricted general funds as appropriated through the New Resources Allocation process.	
<ul style="list-style-type: none"> Committee Member Check in 	<ul style="list-style-type: none"> Iris introduced herself and was welcomed by the committee. Lisa mentioned that she is a new appointee to the DEISA committee, will need to leave the meeting early & she will be a grandma in January. Emily shared that she attended the Fall Dance Repertory Concert. 	
<ul style="list-style-type: none"> Agenda Review 	<ul style="list-style-type: none"> Regarding #8 from the 9/15/22 meeting Open Session (open items), Marlene mentioned to be equity-minded about new date/time for members that only work in the A.M. 	<ul style="list-style-type: none"> #8-item put on hold
<ul style="list-style-type: none"> Review minutes from October 3, 2022 	<ul style="list-style-type: none"> There was discussion regarding the CEDC meeting schedule for spring, the availability of one of the chairs for meetings due to scheduling conflicts and the potential to not have faculty available for meetings if the meetings were different times and/or day of the week. 	<ul style="list-style-type: none"> Motioned by Mica / Seconded by Cara Minutes approved
<ul style="list-style-type: none"> Invite for CEDC to review/respond to accreditation draft 	<ul style="list-style-type: none"> Eugene will review the ISER document. Tami will read the ISER document; stated she is reading through a non-credit lens; our voice should be heard through this document. 	<ul style="list-style-type: none"> Deadline for review/response in November 14, 2022
<ul style="list-style-type: none"> Roundtable 	<ul style="list-style-type: none"> Eric-looking at climate data Anything planned for February & March Dr. Mica- Requested the status of where we are regarding the 3rd person for tri chair. 	

Meeting adjourned 10:33am

Commented [DT4]: Was this the first meeting you attended?

Commented [M15R4]: Yes it was

Commented [DT6]: What is number 8?

Commented [M17R6]: Question about DEI and hiring was asked; it was shared that HR is reviewing hiring processes with DEI as a focus • No action

Commented [DT8]: Clarify this statement by adding more information. Who is looking at the data?

Commented [M19R8]: Eric Kaljumagi made a statement about looking at climate data. There may have been more to this statement; I must have missed the entire statement

Commented [DT10]: Reach out to her to find out if referring to her as Mica is okay or if she wants to be called Dr. Mica then reflect her preference throughout the minutes.

Commented [DT11]: Should these items be in the field above for roundtable discussion?