



Mt. San Antonio College
Campus Equity and Diversity Committee
(CEDC) Minutes from October 2, 2023
9:00 a.m. – 10:30 a.m.
Location: Zoom

Committee Members

X	Tika Davé-Harris, AVPHR (Tri-Chair)		Peter Gonzales, CSEA 651 Rep		Michelle Sampat, Management Rep
	VACANT, Academic Senate (Tri-Chair)	X	George Gutierrez, CSEA 651 Rep	X	Dr. Mica Stewart, Academic Senate Rep
X	Robin Cash, CSEA 262 Rep (Tri-Chair)		Manoj Jayagoda, ACCESS Rep	X	Emily Woolery, Faculty Association Rep
X	Stacy Bacigalupi, Academic Senate	X	Eric Kaljumagi, Faculty Association Rep		Esther Santiago, Committee Recorder
X	LaToya Bass, Confidential Rep		Candace Leuthold, Academic Senate		Vacant, Academic Senate Rep
	Sheila Espy, Academic Senate Rep		Tami Pearson, Continuing Ed Rep		Vacant, Associated Students Rep
X	Marisa Fierro, Management Rep	X	Gizelle Ponzillo, CSEA 262 Rep		
X	Yvette Garcia, Classified Senate Rep	X	Lisa Rodriguez, Acting Director of POD (VPHR Designee)		

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Committee Member Check-in		
2. Agenda Review	<ul style="list-style-type: none"> Agenda reviewed 	<ul style="list-style-type: none"> Motion to approve the agenda without change by T. Davé-Harris, 2nd by R. Cash. Agenda approved by acclamation.
3. Review Minutes from September 11, 2023 Meeting	<ul style="list-style-type: none"> Vacant CSEA 651 representative removed from the Committee Member list. CSEA 651 is allotted two seats on CEDC and both are filled. 	<ul style="list-style-type: none"> Motion to approve the minutes as amended by T. Davé-Harris, 2nd by L. Bass. Minutes approved by acclamation.
4. Adoption of Committee Norms	<ul style="list-style-type: none"> Dr. M. Stewart reminded the committee of the discussion regarding referring to committee members by their name, not their physical appearance. Dr. M. additionally explained the benefits of including phonetic spelling next to Zoom screen names. <p>This prompted further discussion amongst committee members regarding varying levels of comfort when a person's name is mispronounced as well as some challenges with phonetic spelling.</p>	<ul style="list-style-type: none"> Motion to approve the Committee Norms without change by G. Ponzillo, 2nd by T. Davé-Harris. Committee Norms approved by acclamation.

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<p><i>Adoption of Committee Norms (continued)</i></p>	<ul style="list-style-type: none"> After the motions to approve the Committee Norms were made and approved, Dr. M. Stewart inquired about making changes to the Committee Norms for clarification purposes. <p>T. Davé-Harris advised that since the committee already adopted the Committee Norms as is, any committee member can request to add them to a future agenda for revision. The committee may also decide to periodically review them to determine if revisions are needed.</p>	
<p>5. EEO Plan Update</p>	<ul style="list-style-type: none"> T. Davé-Harris and L. Bass advised the committee that the deadline to resubmit the EEO Plan revisions to the Chancellor’s Office for a second review prior to being adopted by the Board is October 14, 2023 (45 days from the date the Chancellor provided feedback to the EEO plan version submitted on May 1, 2023) and reminded the committee of the outstanding EEO Plan updates based on the Chancellor’s Office feedback. Based on the interest shown at the September 11, 2023, CEDC meeting, L. Bass, S. Bacigalupi, and E. Kaljumagi will work together to complete the longitudinal data analysis. G. Ponzillo and R. Cash also expressed interest in assisting with the longitudinal data analysis. J. Armendariz advised that he’ll ask P. Gonzales if he is interested in assisting with the data analytics. (Note: The Academic Senate tri-chair seat is currently vacant.) The Tri-chairs identified Y. Garcia to assist in compiling a list of community-based and professional organizations. 	<ul style="list-style-type: none"> L. Bass, S. Bacigalupi, E. Kaljumagi, G. Ponzillo, and R. Cash will meet to discuss and complete the longitudinal data analysis prior to October 14, 2023. Y. Garcia will compile a list of community-based and professional organizations prior to October 14, 2023.

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	<p>This was due to her background in working with multiple external stakeholders during her role with Event Services. [The College is required to send an annual written notice to such organizations to assist in further diversifying applicant pools].</p>	
<p>6. Roundtable</p>	<ul style="list-style-type: none"> • None (meeting adjourned early to allow EEO Plan subgroups time to work on their assigned tasks) 	<ul style="list-style-type: none"> • N/A
<p>7. Adjournment</p>	<ul style="list-style-type: none"> • The meeting ended at 9:45 a.m. 	<ul style="list-style-type: none"> • Motion to adjourn the meeting by T. Davé-Harris, 2nd by M. Stewart.