

**Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of December 7, 2015
9:00 a.m. – 10:30 a.m.
Building 4, Room 2320**

Committee Members:		
<input checked="" type="checkbox"/> Genene Arvidson-Perkins <input checked="" type="checkbox"/> James P. Czaja (Interim Co-Chair) <input checked="" type="checkbox"/> Maria Davis	<input checked="" type="checkbox"/> Manoj Jayagoda <input checked="" type="checkbox"/> Jim Jenkins <input type="checkbox"/> Lorraine Y. Jones (Co-Chair) <input checked="" type="checkbox"/> Kambiz Khoddam	<input type="checkbox"/> Robert Montoya <input checked="" type="checkbox"/> Tony Rivas <input checked="" type="checkbox"/> Lisa Romo (Notes) <input checked="" type="checkbox"/> Chris Shen
<input checked="" type="checkbox"/> Ana Tafoya-Diaz <input checked="" type="checkbox"/> Chisa Uyeki Co-Chair <input checked="" type="checkbox"/> Susan Wright <input checked="" type="checkbox"/> Lisa Zahn		
ITEM	DISCUSSION/COMMENTS	ACTION/ OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at: 9:05 a.m. 	
2. Review Memory from November 9, 2015	<ul style="list-style-type: none"> Memory from November 9, 2015 was approved with changes. Clarification on Student Mentoring and AP/BP review. 	
3. Agenda Review	<ul style="list-style-type: none"> Moved 4 to 5 	
4. BP/AP Policy Review Update	<ul style="list-style-type: none"> AP/BP 3420 Equal Employment Opportunity (Tony and Genene) AP 7120 Recruitment and Hiring – Faculty (Lisa and Susan) AP 7121 Recruitment and Hiring – Classified (Manoj and Maria) AP 7122 Recruitment and Hiring – Management (Jim and ?) AP/BP 7100 Commitment to Diversity (Tony, Ana and Chisa) 	<ul style="list-style-type: none"> Scheduling has not allowed time to focus on the reviews. AP 7120 Team Report Out: Setting up a structure most helpful. Adding definitions is recommended. Application, Recruitment, and Selection process for each type of recruitment. James: Working group reviewing this AP, set up by Academic Senate – Travel should be its own policy, ranking process focus, and discussion to have ranking its own AP. Make language consistent. Positions vetted through process vs others (Emergency Replacements/ One-Year Temporary). Send recommendations forward to the 7120 working group. AP/BP 7100: Tony, Chisa, and Ana will work on reviewing beginning in January 2016. Reference College Mission, College Goals, Title 5 definition, EEO Plan, and CEDC's commitment to diversity.
5. Impact of Diversity/Equity on Students	<ul style="list-style-type: none"> Website: Workflow with the impact process of the committee and how it impacts students. How EEO touches other areas on campus Include Mt. SAC values and how students learn Equity funds – Impact, retention Center for Teaching and Learning being developed to support 	<ul style="list-style-type: none"> Look at template used at Faculty Opening Meeting. Sustainability Mt. SAC environment flow can also be used Continued discussion; encourage inclusiveness; survey; AS is developing to add

	diverse student population	all holidays on the Academic Calendar (i.e. Columbus Day = Indigenous People's Day)
6. EEO Parking Lot	•	
7. Open Session (open items)	<ul style="list-style-type: none"> EEO Training: Any feedback from James' recent trainings? Conversation came up that our Districts should be less diverse. Very clear benefits to have a diverse work population to better serve our diverse student population. Cross functional committee that has the same shared diversity commitment. 	
8. Set agenda for next meeting (March 14, 2015)	<ul style="list-style-type: none"> Welcome/Introductions Review Memory from December 7, 2015 Agenda Review Overview of Campus Sexual Violence Elimination (SaVE) Act and Violence Against Women's Act (VAWA) EEO Parking Lot Open Session (open items) Set agenda for next meeting 	Lisa: Attach AP 7120 to memory

Meeting ended at: 10:35 a.m.

FUTURE MEETING DATES

March 14, 2016

April 11, 2016

May 9, 2016

June 6, 2016