

Mt. San Antonio College
Campus Equity and Diversity Committee (CEDC)
Group Memory of June 5, 2017
9:00 a.m. – 10:30 a.m. Building 4, Room 2320

Committee Members:

- | | | | | |
|--|---|---|--|---|
| <input type="checkbox"/> Genee Arvidson-Perkins, Faculty | <input checked="" type="checkbox"/> Jim Jenkins, Management | <input type="checkbox"/> Tony Rivas, Faculty | <input checked="" type="checkbox"/> Chisa Uyeki (Faculty Co-Chair) | <input checked="" type="checkbox"/> Ruben Flores CSEA 651 |
| <input checked="" type="checkbox"/> Maria Davis, Faculty | <input checked="" type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Joanne Franco (Notes) | <input type="checkbox"/> Susan Wright, Faculty | <input type="checkbox"/> Sokha Song, (Director, EEO Programs, Co-Chair) |
| <input checked="" type="checkbox"/> Manoj Jayagoda, DSPS | <input type="checkbox"/> Abe Ali, VP, Human Resources | <input type="checkbox"/> Tianna Taylor, Student | <input type="checkbox"/> Rosa Asencio, CSEA 262 Rep | <input checked="" type="checkbox"/> Michelle Sampat, Guest |
| | | <input type="checkbox"/> Continuing Ed Rep (Vacant) | | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began 9:07am; Ended at 10:35 am. 	<ul style="list-style-type: none"> Welcome Michelle Sampat – new co-chair 2017-18 Reading professor from Learning Assistance, Curriculum Chair
2. Review Memory from May 8, 2017	<ul style="list-style-type: none"> Meeting notes from May 8 were reviewed and no changes were made; notes were not approved as the committee did not reach quorum. 	<ul style="list-style-type: none"> Chisa has notes to provide to co-chairs regarding any updates to the EEO plan that she has developed when serving as co-chair Joanne will email committee members the memory for May, to include Chisa's notes, so that the committee may review and approve with or without changes via email
3. Agenda Review	<ul style="list-style-type: none"> No additional agenda items were added 	
4. EEO Allocation Plan Approved	<ul style="list-style-type: none"> The EEO Allocation Plan was approved by PAC and the Board signed it; has been submitted to the Chancellor's Office August is when we find out the final results, how much is allocated to our College, a minimum of \$45,000 is what the College would receive Money comes from FON (Faculty Obligation Number) and the total amount colleges receive is dependent on the number of colleges who submit and who receive funding. 	
5. Campus Diversity and Inclusion Climate Survey and Survey for Hiring Committees	<ul style="list-style-type: none"> Hiring Committee Survey has been completed and results are being analyzed; will be shared with committee when results are available Campus Diversity and Inclusion Survey will be discussed in the Fall; Sokha is currently at a training and inclusion surveys are one of the sessions he is attending and will bring the updates to CEDC. 	
6. Report on distribution of EEO Plan on campus and to outside organizations	<ul style="list-style-type: none"> Handout provided to committee with comprehensive list of organizations CEDC community Maybe send a link to the plan as opposed to a hard copy of the plan to the organizations Committee reviewed the list and had some additional suggestions and questions 	<ul style="list-style-type: none"> Maybe reach out to other groups, umbrella groups– organizations with all protected classes included: religious groups, non-profits (United Way) Maybe email as opposed to mailing the EEO Plan, sending out to the umbrella groups so they may distribute to other groups as well, those covered in their area

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<p>7. Diversity Indicators 2016-17 and 2017-18</p>	<ul style="list-style-type: none"> • Chisa reviewed what CEDC went over this year and what could be discussed next year: • Discussion on changing EEO statement on job postings: inconsistencies in some parts - different on HR Website, Job Postings, and EEO Plan <p>Recommendation is for committee to review and make a suggestion so that all is consistent / EEO statement is not broad enough – placed into all job postings and replace brief EEO statement online</p> <p>Suggestions for edits regarding EEO Policy/Statement</p> <ol style="list-style-type: none"> 1. Ethnic group identification: change to ethnicity? 2. Citizenship status: review? 3. HR Website: sentence beginning with...appropriate 4. Strike transgender 5. Gender: gender identity or expression <ul style="list-style-type: none"> • 2017-18 Goals – handout distributed by Chisa <ol style="list-style-type: none"> 1. Job Posting Locations: continue to review 2. Meetings somewhat challenging: review survey results 3. Training: EEO 4. APs/BPs/Policy Statements – Chisa will contact Sokha regarding AP/BP 3420 for review to bring back to committee in Fall 5. EEO Plan – Chisa will provide recommendations for next year 6. Diversity Indicators: will be emailed to committee <ol style="list-style-type: none"> a. Diversity funding: b. Surveys: need to analyze “gaps” c. Cultural events/dialogues: did not analyze info – accreditation self-study? Campus Calendar? d. Exit Interviews: develop recommendations? Look at connection to protected classes e. Training: f. Programs to support employees: g. Harassment/Discrimination complaint updates: 	<ul style="list-style-type: none"> • Chisa will provide committee with change recommendations for the EEO Plan, that the committee has discussed during the time she was co-chairing CEDC • Joanne will email committee the Diversity Indicators for 2016-17 and 2017-18.

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	<p>counting beginning this year – 1st year data will be available in March 2018</p> <ul style="list-style-type: none"> h. Compliance reports: i. Diversity in District's publications/marketing tools/website: j. Recognition of employees: k. District's curricula, texts, and/or course descriptions 	
<p>8. Future meeting dates (2017-18)</p>	<ul style="list-style-type: none"> • Future meeting dates were projected and Joanne will send out to the committee 	<ul style="list-style-type: none"> • Joanne will be sending the committee an updated schedule to review
<p>9. Open Session(open items)</p>	<ul style="list-style-type: none"> • Thank you Jim! Last day on campus is July 20. 	
<p>10. Set agenda for next meeting</p>	<ol style="list-style-type: none"> 1. Welcome/Introductions 2. Review Memory from May 8 and June 5, 2017 3. Agenda Review 4. EEO Allocation Plan Approved 5. Campus Diversity and Inclusion Climate Survey and Survey for Hiring Committees 6. Report on distribution of EEO plan on campus and to outside organizations 7. Diversity Indicators 2016-17 and 2017-18 8. Future meeting dates (2017-18) 9. Open Session (open items) 10. Set agenda for next meeting 	