

**Campus Equity and Diversity Committee (CEDC)  
Group Minutes of April 6, 2020  
9:00 a.m. – 10:30 a.m. Zoom**

**Committee Members:**

- |   |  |   |  |  |
|---|--|---|--|--|
| <input checked="" type="checkbox"/> Maria Davis, Faculty        | <input type="checkbox"/> Vacant, Faculty                           | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input checked="" type="checkbox"/> Diane Jette, Continuing Ed Rep                             |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS      | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) | <input type="checkbox"/> Aya Garawi, Student                  | <input type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair)       | <input checked="" type="checkbox"/> Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair) |
| <input checked="" type="checkbox"/> Michelle Sampat, Mgmt. Rep. | <input checked="" type="checkbox"/> Mica Stewart, Faculty          | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty   | <input checked="" type="checkbox"/> Peter Lot-Gonzales, CSEA 651 Rep   | <input checked="" type="checkbox"/> Marlene Espina, Classified Senate Rep                      |
| <input type="checkbox"/> Lucy DeLeon, Confidential Rep.         |  | <input type="checkbox"/> Vacant, Faculty                      |  | <input checked="" type="checkbox"/> Joan Sholars, Faculty Association Rep                      |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> <li>Meeting began at 9:10 am</li> </ul>	
2. Agenda Review	<ul style="list-style-type: none"> <li>Revised as recommend.</li> </ul>	
3. Review Minutes from April	<ul style="list-style-type: none"> <li>Minutes approved as amended.</li> </ul>	
4. Revised APs	<p><b><u>AP 7120 - Faculty</u></b></p> <ul style="list-style-type: none"> <li>Committee discussed how to make the adjunct hiring process a fair process.</li> <li>Committee reviewed and provided additional edits to AP 7120 – Faculty.                             <ul style="list-style-type: none"> <li>Section D – Interviews: the committee discussed having at least 2 faculty/program supervisors</li> <li>The committee changed “ Hourly Academic Selection” to “Adjunct Selection Process”</li> <li>Section F – Hiring: the committee discussed the selection committee should decide on the hiring. It should not be one individual making the decision</li> </ul> </li> <li>Antoine will meet with Mica, Michelle, Eric, and Joan to discuss adjunct hiring.</li> <li>Suggested changes to Adjunct hiring process include:                             <ul style="list-style-type: none"> <li>Two (2) committee members</li> <li>Academic Senate to review selection committee makeup</li> <li>Posting adjunct positons year-round</li> <li>Include exception language</li> <li>Potentially surveying department chairs on their current hiring practices</li> </ul> </li> </ul> <p><b><u>AP 7121 – Classified</u></b></p> <ul style="list-style-type: none"> <li>Committee reviewed and approved Preamble.</li> <li>Rosa will take AP to CSEA.</li> </ul>	<p><b><u>AP 7120 Workgroup:</u></b> Joan Sholars, Mica Stewart, Manoj Jayagoda</p> <p><b><u>AP 7121 Workgroup:</u></b> Marlene Espina &amp; Peter Lot-Gonzalez</p> <p><b><u>AP 7122 Workgroup:</u></b> Michelle Sampat, Mica Stewart, Marlene Espina, Lucy DeLeon</p>

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	<p><b><u>AP 7122 - Management</u></b></p> <ul style="list-style-type: none"> <li>• Committee reviewed and approved Preamble.</li> <li>• Committee discussed the biggest change to the AP was making it more equitable.</li> <li>• Committee will provide feedback on revisions.</li> </ul> <p><b><u>AP 7123 – Reimbursements</u></b></p> <ul style="list-style-type: none"> <li>• Committee reviewed and provided edits to AP 7123 – Applicant Travel Reimbursement.</li> </ul>	
<p><b>5. Create New APs</b></p>	<ul style="list-style-type: none"> <li>• The Committee will work together to develop APs for Executive Management, Confidentials, and President CEO.</li> <li>• Subgroups formed for Confidentials and Executive Management.</li> <li>• Subgroups will meet to develop language and bring draft to May’s CEDC meeting for committee review.</li> </ul>	<p><b><u>Subgroups</u></b>                  Confidentials: Sokha &amp; Marlene                  Executive Management: Sokha, Marlene, and Michelle</p>
<p><b>6. Multiple Methods Report</b></p>	<ul style="list-style-type: none"> <li>• Sokha went through and discussed the EEO Multiple Methods Allocation Report</li> </ul>	
<p><b>7. Open Session (open items)</b></p>		
<p><b>8. Set Agenda for Next Meeting</b></p>	<ul style="list-style-type: none"> <li>• Co-Chairs will meet to discuss agenda items</li> </ul>	

Meeting ended at: 10:30 am