

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of December 7, 2020
9:00 a.m. – 10:30 a.m. Zoom**

Committee Members:

- | | | | | |
|--|--|---|---|--|
| <input checked="" type="checkbox"/> Cara Tan, Faculty | <input type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input 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"/> Maria Vasquez, Student | <input checked="" 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, Guest. | <input checked="" type="checkbox"/> Eugene Mahmood, 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 checked="" type="checkbox"/> Lucy DeLeon, Confidential Rep. | <input checked="" type="checkbox"/> Alexis Carter, Guest | <input checked="" type="checkbox"/> Mica Stewart, Faculty | | <input checked="" type="checkbox"/> Joan Sholars, Faculty Association Rep (Emily Woolery for Joan) |
| <input checked="" type="checkbox"/> Joanne Franco, Guest | <input checked="" type="checkbox"/> Kristina Allende, Guest | | | |
| <input checked="" type="checkbox"/> Robert Stubbe, Guest | | | | |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at 9:00am. 	
2. Agenda Review		
3. Review Minutes from October	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. Update on Employee Demographics	<p>Alexis provided an overview of the employee demographic report which included:</p> <ul style="list-style-type: none"> Total number of employees broken down by classification. Alexis noted that the data for active and non-active faculty is based on 2yrs of inactivity. Employee self-service portal demographic options. There was a question regarding the redundancy of certain demographic choices under the columns. Alexis indicated that the information is pulled from IT and that HR is aware of the issue. Demographics across all classification groups including short term and student employees. <ul style="list-style-type: none"> There was a question asked about the clarification on what “Latinx” means and what the “x” represents. <p>Demographic data will be presented to the committee at the second meeting in the fall term, every year. Alexis informed the committee that the data is consistently changing making the report a snapshot in the moment it’s being presented. The committee was informed that the reports do not store historical data and can only be run a few years back.</p>	<ul style="list-style-type: none"> Question was asked about the availability of the data for public review. Alexis will work with Sokha and IT to have the demographic data available on HR’s website. LH send the demo report to the committee
5. Recruitment Demographics from the Past Three Years (17-2020)	Joanne to present at the March 2021 meeting.	
6. Update from PC and PAC	Sokha provided an update to the committee from PAC. He addressed how the committee’s work on APs have changed. The committee is now making recommendations to PAC rather than CEDC going line –by – line. Once CEDC’s recommendations are sent to PAC for review, the committee will then make changes based on the recommendations made at PAC. The	

Campus Equity and Diversity Committee

June 3, 2019

Page 2 of 3

	<p>recommendation made to PAC will be based on CEDC studying the data as we discuss changes that need to be made to the APs.</p> <ul style="list-style-type: none">• Classified AP and Confidential AP made it through for first reading• Managers AP, President AP, and Exec. Management AP made it to the first reading.• Faculty AP – pulled by AS for review. <p>Academic Senate is reviewing feedback from other groups on the Faculty AP.</p> <p>Sokha updated the committee on the President’s response to the proposed changes CEDC made to the committee membership. The changes the committee made to the membership dealt with the issue of equity. The committee has to make a decision on how to respond to the President’s decision. Cara volunteered to step down in an effort to make the committee membership more equitable but no changes were officially made or finalized. The committee had an at-length conversation/discussion on what the committee’s purpose is and how to move forward with the proposed changes to the membership.</p> <p>The committee decided to notify PAC that CEDC will table this until the new year. In the meantime, Sokha will work on the Climate Survey with the committee subgroup.</p>	
7. Open Sessions		
8. Set Agenda for Next Meeting	<ul style="list-style-type: none">• Co-Chairs will meet to discuss agenda items	

Meeting ended at: 10:52 am