



**Mt. San Antonio College**  
**Campus Equity and Diversity Committee**  
**(CEDC) Minutes from May 6, 2024**  
**9:00 a.m. – 10:30 p.m.**  
**Location: Zoom**

**Committee Members**

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

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Committee Member Check-in</b>		
<b>2. Agenda Review</b>	<ul style="list-style-type: none"> <li>• Agenda reviewed</li> </ul>	<ul style="list-style-type: none"> <li>• Motion to adopt the agenda by T. Davé-Harris, 2<sup>nd</sup> by T. Pearson. Agenda approved by acclamation.</li> </ul>
<b>3. Review Minutes from April 5, 2024 Meeting</b>	<ul style="list-style-type: none"> <li>• Punctuation and date correction</li> </ul>	<ul style="list-style-type: none"> <li>• Motion to approve the minutes by T. Davé-Harris, 2<sup>nd</sup> by E. Woolery.</li> <li>• Five abstentions: Y. Garcia, M. Jayagoda, E. Kaljumagi, C. Leuthold, and M. Sampat.</li> <li>• Minutes approved by acclamation.</li> </ul>
<b>4. CEDC Committee Composition</b>	<ul style="list-style-type: none"> <li>• E. Santiago provided an update on the current committee vacancies and shared the CEDC Member webpage.               <ul style="list-style-type: none"> <li>○ L. Bass suggested aligning member terms with the current EEO Plan.</li> <li>○ E. Kaljumagi recommended keeping current members active for continuity.</li> <li>○ The committee discussed staggering the terms so the majority of members are not gone all at once.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Current committee members choosing to continue with CEDC agreed to communicate with appointing groups.</li> <li>• T. Davé-Harris to review ideas regarding term date ranges and email them to the committee.</li> </ul>
<b>5. EEO Plan Tasks – Methods to Address Underrepresentation</b>	<ul style="list-style-type: none"> <li>• T. Davé-Harris thanked the committee for completing the EEO Plan tasks as assigned. Each of the following four items was projected for the committee to review.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual Certification Report to be completed by Tri-Chairs.</li> </ul>

	<ul style="list-style-type: none"><li>○ S. Bacigalupi and L. Rodriguez gave a preface on item #1: Survey for those who withdraw or decline job offers they completed.<ul style="list-style-type: none"><li>▪ Radio buttons or sub-bullets were suggested as well as administering the survey through Qualtrics with follow-up questions and an “other” box for fill-in content.</li><li>▪ E. Kaljumagi suggested creating economic and professional-based questions, such as housing, salary schedule, benefits, etc., to expand on other reasons for not accepting a job offer (other than emotional responses).</li></ul></li><li>○ Y. Garcia gave a preface on item #4: Equity-minded interview questions for Classified and Management.</li><li>○ K. Butler gave a preface to item #2: Advertisers geared towards UR audiences.<ul style="list-style-type: none"><li>▪ T. Davé-Harris recommended removing advertiser #2 as it does not focus on the underrepresented Asian and Hispanic/Latino groups.</li><li>▪ L. Rodriguez has three additional Latinx advertisers to share with T. Davé-Harris.</li></ul></li><li>○ E. Kaljumagi gave a preface to item #3: Criteria to address a narrow or nondiverse pool and discussed the reasoning behind what was proposed in the rubric.<ul style="list-style-type: none"><li>▪ T. Davé-Harris explained that Human Resources would use the rubric, not the Selection and Screening Committees.</li><li>▪ M. Sampat, G. Ponzillo, and E. Kaljumagi shared and discussed concerns regarding small recruitment pools, particularly classified and adjunct pools.</li></ul></li></ul>	<ul style="list-style-type: none"><li>● T. Davé-Harris to provide a copy of faculty equity-minded interview questions for E. Woolery and Y. Garcia to revise.</li></ul>
<b>6. Roundtable</b>	<ul style="list-style-type: none"><li>● T. Davé-Harris shared that the California Community Colleges Chancellor’s Office (CCCCO) determines the percentage number regarding representation after E.</li></ul>	

	<p>Kaljumagi posed the statement that strict percentages might not work when determining representation.</p> <ul style="list-style-type: none"><li>• E. Woolery shared that the Faculty Performance Expectancies Pilot Orientations to implement DEISA principles in faculty evaluations have begun.</li><li>• L. Rodriguez shared the new employee mentorship proposal in the meeting chat that was submitted for the CCCCO's best practice grant.</li></ul>	
<b>7. Adjournment</b>	<ul style="list-style-type: none"><li>• The meeting ended at 10:20 a.m.</li></ul>	<ul style="list-style-type: none"><li>• Motion to adjourn the meeting by E. Woolery, 2<sup>nd</sup> by T. Davé-Harris.</li></ul>