



**Mt. San Antonio College**  
**Campus Equity and Diversity Committee**  
**(CEDC) Minutes from December 4, 2023**  
**9:00 a.m. – 10:30 a.m.**  
**Location: Zoom**

**Committee Members**

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

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 with the addition of agenda item number 4 by T. Davé-Harris, 2<sup>nd</sup> by S. Espy. Agenda approved by acclamation.</li> </ul>
<b>3. Review Minutes from November 6, 2023 Meeting</b>	<ul style="list-style-type: none"> <li>M. Stewart – confirmed committee is to use DEISA+ vs DEISAA (Accessibility before Anti-isms)</li> </ul>	<ul style="list-style-type: none"> <li>Motion to approve the minutes by L. Bass, 2<sup>nd</sup> by T. Davé-Harris.</li> <li>Three abstentions from M. Sampat, M. Stewart, and C. Leuthold. Minutes approved by acclamation.</li> </ul>
<b>4. Review the CEDC website</b>	<ul style="list-style-type: none"> <li>T. Davé-Harris mentioned adding additional photos to the home page banner.</li> </ul>	<ul style="list-style-type: none"> <li>Committee members and E. Santiago to find additional photos and maintain the CEDC website over time.</li> </ul>
<b>5. EEO Plan Update</b>	<ul style="list-style-type: none"> <li>L. Bass shared the Dept. of Labor does not break down the “Middle Eastern” race/ethnicity; it is included in the “White” category; E. Kaljumagi emphasized that the committee focus on better representation of the underrepresented (UR) groups.</li> <li>L. Bass mentioned Native Hawaiian and Other Pacific Islander is/are typically categorized under Asian, but she followed AANAPISI format, which separates them.               <ul style="list-style-type: none"> <li>L. Rodriguez stated Mt. SAC is an AANAPISI-designated school and suggested adding a note</li> </ul> </li> </ul>	

	<p>that indicates we separated the groups for a specific reason.</p> <ul style="list-style-type: none"> <li>• L. Bass projected the EEO Plan on her screen and posed a question to committee regarding suggestions on comparing UR employees to the student population and how to categorize the aforementioned races/ethnicities appropriately.</li> <li>• E. Kaljumagi was happy to see the data and shared two thoughts regarding using students as the target:             <ul style="list-style-type: none"> <li>○ Should we consider making hiring groups look like our students?</li> <li>○ Also, we have analysis for male/female genders, but sexual identification needs more work unless we continue to remain focused on racial diversity.</li> </ul> </li> <li>• L. Rodriguez attended The RP Group (Research, Panning &amp; Professional Development for California Community Colleges) that discussed data comparing staff/students because CCCCCO doesn't gather data on students; work being done at CCCCCO. She also shared there is little information on the employee hiring form regarding the demographic.</li> <li>• E. Kaljumagi asked how to make pools better. What advertising, outreach, and focus in these specific groups would be appropriate over time to create equity in the entire region? He gave an example of women in mathematics from twenty years ago.</li> </ul>	
<p><b>6. Roundtable</b></p>	<ul style="list-style-type: none"> <li>• T. Davé-Harris mentioned she and R. Cash were scheduled to attend a DEISA+ Council Meeting that was canceled and is being rescheduled.</li> <li>• E. Kaljumagi inquired about Asian and Hispanic applicants.             <ul style="list-style-type: none"> <li>○ T. Davé-Harris mentioned preliminary discussions with the Academic Senate President regarding infusing DEISA+ elements in faculty job postings.</li> </ul> </li> <li>• R. Cash mentioned rescheduling CEDC meeting times due to scheduling conflicts; T. Davé-Harris mentioned E. Santiago could send a Doodle Poll.</li> </ul>	<ul style="list-style-type: none"> <li>• R. Cash to provide an update from the DEISA+ Council meeting when CEDC returns in the spring.</li> <li>• The committee agreed the current schedule for the CEDC Committee wouldn't change because the majority of the committee members have already planned for the meeting series.</li> </ul>

	<ul style="list-style-type: none"><li>• T. Pearson, M. Sampat, and S. Bacigalupi mentioned schedule conflicts if changed from the current day and time.</li></ul>	
<b>7. Adjournment</b>	<ul style="list-style-type: none"><li>• The meeting ended at 9:54 a.m.</li></ul>	<ul style="list-style-type: none"><li>• Motion to adjourn the meeting by T. Davé-Harris, 2<sup>nd</sup> by R. Cash.</li></ul>