

Equal Opportunity and Diversity Advisory Committee

General Meeting Agenda: October 26, 2021- 3:00 PM

Topic

- **Call to Order**

- Calling meeting to order: Motion by McCrow, Second by Tunson
- Roll Call

Jennifer Achan	Administrator
Reggie Bolton	Administrator
Angelica Caudillo	Administrator
Richard McCrow	Administrator
Gamliel “Leo” Ocampo	Administrator
Dena Rhodes	Administrator
Vikki Coffee	Classified
Bryan Lainez	Classified
Venessa Reyes	Classified
Luz Maria Mendoza	Classified
Daron Mackey	Classified
Angela Williams	Classified
Maria Elizondo	Classified
Dominica Rivera Dominguez	Classified
Nicole Carrasco	Adjunct Faculty
Tommy Tunson	Faculty
Matt Garrett	Faculty
Ximenia Da Silva Tavares	Faculty
Joe Saldivar	Faculty
Gilbert Ayuk	Faculty
Rebeka Zepeda	Faculty
Cassandra Goodman	Faculty
Andrew Bond	Faculty
Teresa McAllister	Faculty
Edith Mata	Student

Voting members present: McCrow, Coffee, Tunson, Bolton, Caudillo, Reyes, Williams, Elizondo, Dominguez, Carrasco, Garrett, Tavares, Saldivar, Zepeda, Bond, McAllister, Mata, Fisher for Dena Rhodes

- **Reading and Approval of Minutes**

- May 3, 2021 Meeting Minutes
- Tabled pending verification of membership.

- **Public Comments**

- Open public comments:
- Jonathan Brown University Details email to McCrow will put on Website.

- **Chair Reports**

- Classified (Coffee) - Coffee provided update on EEO plan needs a new perspective and will resume this week or next.. Provided update on step increase for classified still working with HR. Expressed Classified representative is needed on all committees.
- Faculty (Tunson) – Tunson reported the transitioning of EODAC process is unknown and will be updated. New information will be reported as soon as possible.
- Administrator (McCrow) - McCrow Agreed with Tunson. Currently gathering more information on EODAC process.

- **Subcommittee Reports**

- Faculty (Tunson) – Tunson reported EODAC in need of four sub co-chairs over the next year.
- Classified (Coffee) – Coffee email EODAC or Tommy to sign up as a co-chair for subs.

- **Unfinished Business**

- McCrow Shared on the importance of program manager needed.
- Coffee would like student volunteers referred to her.
- Program Manager to Lead Committee Facilitation – Jaime Lopez replacement
- McCrow - Shared Jaime Lopez promoted to Director. Jaime had a wonderful system keeping track of tasks. EODAC Committee volunteer nominations needed to help keep track of future EODAC Committee tasks. Email nominations to Richard McCrow.
- Student Forum Planning – Renegade Leaders
 - Coffee reported on EODAC Renegade Leaders. Excellent conversations with students. Suggested Workshops on: “Things I Wish My Professor Knew”. Fall/Spring questions and answers on enrollment and program review committees. If interested email Vikki Coffee.
 - Program Review Committee: Student Q/A Zoom Date:
 - Enrollment Management Committee: Student Q/A Zoom Date:
 - Student Discussion Forum Topic & Lead
- Faculty Diversification Fellowship Program Update (Maria Wright)
- Wright reported Regional Collaboration was Awarded a Grant Faculty Diversification Fellowship, Aspires, report new coordinators and chairs. Fellowships are from BC do not have enough faculty in STEM areas. Would like to add more disciplines but it has not been approved.

- **New Business**

- Academic Senate – Committee Assignments and Diversity
 - Tunson reported diversity created confusion and miss interpretation. Will revise next meeting.
 - McAllister stated a need for an opportunity to have an authentic discussion regarding diversity is needed to avoid legal matters.
 - Garrett stated it is again the state constitution.
 - Da Silva Tavares commented to listen to members of all not basing committee on diversity only. Provide equal opportunities.
 - Mata expressed that excluding diversity would be to exclude her. It is very important to change the language but keep diversity. Everyone needs to come to a common ground among students and faculty. There is a need to unite and move forward.
 - Johnathan recruiting effort will be made to enhance diversity.

- **New Business Continued..**
 - Deb Rose-Questioned what categories are used. What is the background and where is the legal document.
 - McCrow stated that it is outlined in the KCCD Equal Employment Opportunity Plan and HR is responsible for surveying staff/faculty.
 - McAllister stated that the intention was not to remove diversity. Thanked Edith and stated that all people should be honored. Indicated more time is needed to meet for further discussion.
 - Edith stated she is there to support all students and find common ground.
 - McCrow thanked Tunson and expressed that time will be spent on diversity with recommendation to Academic Senate.
- KCCD Equal Employment Opportunity Plan – Line item information/training
 - McCrow reported KCCD Equal Employment Opportunity plan exists need ideas on compliance. Associate Chancellor Dena Rhodes BC membership is chair with student life. District EODAC selected McCrow, Tunson, Coffee and Damania. Meet once a year.
- Comments Academic Senate for California Community Colleges (ASCCC) – Fall Plenary Discussion
 - Tunson reported Lisa Harding two sessions Oct 28 and Nov 19 for training.
- Request for volunteers (supports committee facilitator)
 - McCrow expressed a need for (Email Tunson):
 - Volunteer for agenda and meeting notes
 - Volunteer for website maintenance
 - Other duties for the committee

- **Announcements**

- Equity-minded hiring principles and practices. Presenters will include the ASCCC EDAC and representatives from ACHRO. There are two sessions for this webinar, one scheduled for Thursday, October 28 from 3:00pm to 4:30pm, and one for Friday, November 19 from 10:30am to 12:00pm (Tunson)*

*Registration information: We hope you will join the ASCCC Equity and Diversity Action Committee (EDAC), and the Association of Chief Human Resource Officers (ACHRO), for their collaborative webinar: Equity-minded Hiring Principles and Practices. Presenters will include the ASCCC EDAC and representatives from ACHRO. There are two sessions for this webinar, one scheduled for **Thursday, October 28 from 3:00pm to 4:30 p.m.**, and one for **Friday, November 19 from 10:30 a.m. to 12:00 p.m.** (both webinars will include the same content). Please read below for the webinar description and registration information:

Faculty, deans, chairs, and managers, join us for this webinar where we will provide equity-minded frameworks and effective practices for you to tailor to your campus to meet the call to action for diversity, equity, and inclusion in hiring. As we transform our campuses and work toward becoming antiracist institutions, it is vital to engage in reflection and review of our practices and policies. Let's normalize courageous conversations about equity-minded hiring practices that support the diversification of our faculty, administration, and staff.

Register for October 28, 3:00pm to 4:30pm

Register for November 19, 10:30am to 12:00pm

- **Comments**

- Edith volunteered to take notes for future EODAC Meetings.
- McAllister and Da Silva Tavaréz stated a discussion is needed for diversity and would like a statute on California Prop 209.

Proposition 209: Text of Proposed Law

SEC. 31. (a) The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

- **Motion to adjourn meeting at 4:21pm: Motion by Mata, Seconded by Tunson**