

Equal Opportunity Diversity Advisory Committee (E.O.D.A.C)

**Approved Minutes**

Location: Campus Center (CC) 232 11:00 a.m. - 12:00 p.m. – Friday- Oct 17, 2025

1. **Call to Order:** Meeting was called to order at 11:05 a.m. by Richard McCrow
2. **Roll Call -Sign In:** Richard McCrow, Angelica Perez, Gilbert Ayuk, Tiffany Sagbohan, Vikki Coffee, Nancy Duran, Helen Acosta, Gavin Perez, Timothy Lafondez, Khalfani Mackey, Hector Santiago. Guests: Anna Gonzalez, Kellie Tucker, Chris Glaser. Sign in sheet is on file.
3. **Good Welfare Concerns:** Richard McCrow passed around an E.O.D.A.C. goal worksheet that was discussed at a previous meeting, for members to sign up for goal topics they are interested in working on.
4. **Adoption of the Agenda** Motion: Tiffany Sagbohan 2<sup>nd</sup>: Khalfani Mackey
5. **Approval of the Minutes:** Motion: Tiffany Sagbohan 2<sup>nd</sup>: Helen Acosta  
Abstention: Timothy Lafondez
6. **Q and A Presentation – Human Resource Team** (Anna Gonzalez, Kellie Tucker, Chris Glaser)  
Discussion took place regarding hiring committee requirements.
7. **Co-Chair Reports-**
  - Student** - Senator Gavin Perez, spoke on behalf of Student Government Association President, Khalfani Mackey who has requested time with Dean, Christina Howell regarding a discussion related to the Professional Development Committee, the meeting will be taking place soon.
  - Classified** – Classified Chair, Vikki Coffee, reported that job analysis questionnaires (JAQ) for classified employees are not being honored. Job descriptions are being rewritten without providing new compensation, employees are continuing to work out of class, C.S.E.A. will be filing a grievance.
  - Faculty** – Faculty Chair, Gilbert Ayuk reports that the E.O.D.A.C. charge was moved from Academic Senate to College Council.

## **Continuation of Co-Chair Reports**

**Faculty** – Faculty Chair, Gilbert Ayuk brought forward the topic of Standards and Expectations. Last spring the committee drafted an E.O.D.A.C. Standards and Expectations document, he would like to move this document forward to Academic Senate for approval. A motion was made and accepted to do so.

Motion: Hector Santiago

2<sup>nd</sup>: Tiffany Sagbohan

Abstained: Timothy Lafondez

**Administrative-** Richard McCrow noted nothing to report this session.

### **8. Old Business-**

Helen Acosta requested feedback from the committee relating to a screening committee tool kit she is developing, discussion took place.

### **9. New Business:**

Standardized Agenda – Gilbert Ayuk discussed inviting input from public/guests on the E.O.D.A.C. agenda, discussion took place for continuing to include invited guests on the committee agenda.

Meeting was adjourned at 12:01pm

Next Meeting: November 7, 2025

Minutes submitted by Susan Cortez