



DIVERSITY/EEO COMMITTEE
FEBRUARY 3, 2025, 9 A.M.
MAIN CAMPUS, BUILDING D, ROOM 128
Minutes

MEMBERS	Constituent Group	Present	Absent
1. Kayla Valentine	Administration	X	
2. Jennifer Taylor	Faculty	X	
3. Corina Vasaure	Faculty	X	
4. Gabriela Lopez	Administration	X	
3. Gayle Pitman	Administration	X	
4. Lluvia Del Rio	Classified (CSEA)	X	

Guests: (if any)

1. Call Meeting to Order Meeting called to order at 9:06 a.m.

2. Reading of the Four Pillars of Guided Pathways

3. Approval of Agenda

MSC:

4. Approval of Minutes

MSC: Gayle Pitman (first), Jennifer Taylor (second)

5. Committee Membership

Want to set people up for success and perhaps add more people to add on to our membership to carry through the projects that we've started. Jennifer commented on the membership, is it something that we determine? Recommended increasing membership for faculty and classified. Can we reach out to the academic senate and classified group to get additional membership.

a. Diversity - Gayle commented that we should look into the diversity in our committee (college-wide). Every single council/committee is a majority female. Something to be mindful of when appointing.

b. Future Appointments - Jennifer will be coming off the committee this year. But it would be great to get someone appointed now so they can carry through the rest of the term. Corina's 2-year term is coming to end as well.

Next steps, reach out to the academic senate for 2 spots, reach out to classified staff for 2 spots.

Proposal to increase the membership to 3 faculty and 3 classified staff with staggered terms (2-3 years).

Kayla will look to see about increasing the membership. Kayla will reach out to President's office to take the gender equality on all councils & committees.

CARING CAMPUS COMMITMENTS: Ten-Foot Rule, Nametags, Cross-Department Awareness, Warm Referrals, Welcoming Students

VISION STATEMENT: A place where dreams become possibilities.

MISSION STATEMENT: We advance social and economic justice through the transformation of education.

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6. Full-Time Faculty Appointments

a. Advertising

Kayla asked for thoughts on additional advertising that we should or could be doing? Jennifer mentioned reaching out to the faculty of that discipline to see where they recommend we post.

Corina suggested ethnicstudies.org/resources/post-a-job, naisa.org/postings/job-postings/ she also suggested that a school-wide email be sent out on current openings for faculty/staff to forward. It would be nice to get the information beforehand. Corina asked for FT faculty to be part of the second/final interview, she sent her proposal to academic senate and is waiting to hear back.

Jennifer suggested it be a requirement for the dean to reach out to the faculty on suggestions of where to post.

The committee will look into our AP to build the communication with existing faculty into our process and work on updating it this spring.

Bring AP to the next meeting.

7. Unity in Diversity Conference

ERG conference coming up - we want to have everything unified to setup our groups with reasonable expectations. Conference is in April 2025. We want to use this time to get ourselves in order, go to the conference to get feedback and adjust and roll out at the end of the semester. Start to educate the campus on what it is, we can present it at the fall student success conference for a complete roll out. Jennifer mentioned those who go to the conference can help ensure our welcome packet is complete. Was there a decision on who's going to the conference? HR, Gabby Lopez, and the third person would be someone that would be on the committee to help continue the implementation.

How do we open it up? It would be a great professional development piece but with them being part of the working group.

8. DEI Job Postings

- a. **Discussion with Academic Senate** - Kelly was concerned how exhaustive the DEI criteria was on the postings.
- b. **Application Questions** - There were 6 questions and they have now been reduced to 3 questions that still require thoughtful input.

We had created a rubric for the old diversity statement but now that the questions have been changed, we would need to update the rubric and ensure that it's being used. Jennifer and Kayla will work on updating the rubric.

c. Advertising

9. ERG Group Update

Gabby and Jennifer are working on the language and criteria for the groups.

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Perhaps inviting Valyncia to give training or be our keynote speaker for the fall 2025. Perhaps a breakout session on ERG groups.

a. Statewide ERG Conference - April 2025 - Sacramento, CA

10. Closing Comments/Adjournment

The meeting adjourned at 10:09 a.m.

Next Meeting(s)

March 3, 2025

April 28, 2025

May 5, 2025

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