



DIVERSITY/EEO COMMITTEE
MARCH 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	
5. Gayle Pitman	Administration	X	
6. Lluvia Del Rio	Classified (CSEA)	X	
7. Melvin Jimenez	Administration	X	

Guests: (if any)

1. Call Meeting to Order Meeting called to order at 9:04 a.m.

2. Reading of the Four Pillars of Guided Pathways

3. Approval of Agenda

MSC:

4. Approval of Minutes

MSC:

5. Committee Membership

We are in the process of looking at our committee membership and looking at the opportunity for new appointments/recommendations for the fall 2025 membership.

Jennifer motioned to change membership to have staggered terms (2-3 year terms; staggered)

MSC: Jennifer Taylor (first), Corina Vasaure (second)

6. Full-Time Faculty Recruitment Status Update

Melvin shared the importance of having the student voice in the hiring committees and shared his proposal on having teaching demonstrations in a classroom with students.

The committee discussed and shared their concerns over the logistical challenges and the weight of the student feedback relative to the hiring committee's input.

Suggestions included piloting the process and giving the hiring committees the option to participate. There was a call for consistency across committees, and respect for student and faculty time.

Kayla will relay the feedback to the president who intends to engage all hiring committee members

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.

VALUES STATEMENT: Our core values reflect our deeply ingrained beliefs that guide everything that we do. When we practice these values, we put students first. Education, Connection, ¡Si se puede! Cultural Wealth, Impact.

before final decisions.

The group also discussed the importance of future collaboration with HR, Academic Affairs, Academic Senate, and academic deans to ensure a sustainable, inclusive process.

7. Employee Resource Group (ERG) Update

Jennifer shared the work with Valyncia on developing timelines and doing a soft launch.

A notice will be sent to the campus community on those who may be interested in attending the statewide ERG Conference in Sacramento.

The committee suggested we do the following to communicate and promote ERGs:

- Weekly Communication (Richard),
- Separate/specific email to campus community
- Get Connected
- President's Report
- Announce at Academic Senate and CSEA membership.
- Leadership meeting

It was suggested that an ERG web page be developed to include the welcome package and relative information.

Kayla thanked the team for their dedication and commitment to this initiative.

8. Closing Comments/Adjournment

The meeting adjourned at 10:37 a.m.

Next Meeting(s)

April 28, 2025

May 5, 2025

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