



Minutes – February 21, 2023
4 p.m.-5 p.m.
Meeting Held via Zoom

Members Present: Maria Bucio, Lesley Doig, Emely Gutierrez, Kristina Londy, Nick Mortaloni, Charlie Ng,

Members Absent: Melissa Johnson, Al Nyman, Edward Pohlert, Wendy Stewart

Resources: Shawna Sourivanh, Chris Tarman

1. **Status - EEO Innovative Best Practices Grant Application**
Our grant application is still being developed along with the budget and was reviewed with the consultant today. Charlie will send a copy to the committee once it is finalized. The focus is on onboarding, leadership development, and professional development. Professional development is the least developed piece of the grant due to classified professional development and other training in other areas. The Leadership piece is developed and the onboarding piece needs additional information along with a corresponding budget.

For the onboarding piece, we are using data from a survey of our most recent hires including input from the hiring managers for the new hires. Charlie will provide the survey results to the committee.

The professional development portion is being refined. We will be using some of the results of the implementations from faculty and classified professionals to develop the grant to help inform what we are going to do in the grant. We are working with the USD Leadership Program to help guide the training and identify the content so we can begin training in cohorts.

Discussion was held regarding funding for retention of marginalized employees. Currently we are working on identifying reports that will provide accurate data on retention numbers.

2. **EEO Plan**
Work continues in revising the EEO plan and Title V language being completed. Charlie is in the process of reviewing the revisions and will focus on the goals and strategies.

A discussion was held regarding the data collection we are reviewing. A request was made to present the data at an Administrator's Committee meeting and provide a demonstration on how to access the information. Chris believes there is a draft that people can check out.

Chris shared he attended the Dream Conference last week and that he attended a segment on EEO. The segment centered on equity and faculty hiring presented by Pierce College (state of Washington). Following is a link that provides

information on Tenure-track Faculty Cluster Hire to Support Black and Brown Students: <https://www.pierce.ctc.edu/hr-faculty-cluster-hire>

Chris will work to get further information that was presented to share with the committee. It was suggested that Aaron Roberts would be a good source to obtain academic input. Leslie is on TREC and verified there are active discussions regarding equity. She stated they would be open to have a conversation on this information to move things forward to make it equitable at the beginning of the process. Nick asked, shouldn't the college's focus be on supporting black and brown students through our hiring process and would like to see how this can be applied across the board as an equity lens for the college.

3. Next Meeting – Wednesday, March 8, 2023 – 4 p.m.