



Minutes – March 3, 2022
4 p.m.-5 p.m.

Members Present: Lesley Doig, Maria Figueroa, Nick Mortaloni, Charlie Ng, Al Nyman, Edrei Padilla

Members Absent: Leticia Chavarria, Melissa Johnson, Kristina Londy, Bea Palmer

Guests: James Clifton, Shawna Sourivanh, Chris Tarman

1. Review February 17, 2022 Meeting Minutes
The committee reviewed the February 17, 2022 meeting minutes.

2. EEO Plan Update

- Data

Chris and his team are working on the IPEDS regional, state, national data and are creating the draft dashboard. Once the draft design is completed, Chris will share with the team.

Charlie reviewed with the committee the data that is captured for applicants and students. The difference in information being captured is in gender identify and sexual orientation. This information is not being captured for applicants or students. Shawna reaffirmed we can capture this information on the employee side, however, we would need to frame questions to applicants to gather this information

A recommendation was made to invite members from the LGBTQTIA+ community to participate in the discussion to help frame the questions to be asked. It was recommended to have Kristina Londy who is the LGBTQTIA+ representative work with Shawna and Nick to assist in framing the question as well. We will also need assistance in framing the question in Workday.

Another aspect of data collection that needs to be addressed is how we collect multi-racial data to understand the student population. Should the application be changed where an applicant would state if you identified with two or more groups, which ones are they? If this is implemented, we will need to change this in Workday.

- Other Information

Charlie and Shawna met to discuss training of the EEO representatives. It was determined that everyone would receive the same training during the faculty hiring committee training and there will no longer be an EEO representative list. Human Resources will need to rework the training for next year's hiring committee training.

The state is working to get the new EEO plan templates and best practices approved at the state level. A nine-month grace period has been extended for

those colleges who have an EEO plan due this year. The district technically has two more years to get our update done, however, we update the plan annually. The district is still required to submit the Multiple Methods report by June 1. It was suggested to present at the May board meeting the work the EEOAC has accomplished over the past year.

3. ACHRO Update
There is no update.
4. Open Discussion
Maria provided a link to the article *Cultivating Faculty Diversity*.
5. Next Meeting – March 15, 2022, at 11 a.m.