



Minutes – March 15, 2022
11 a.m.-Noon

Members Present: Charlie Ng, Al Nyman, Bea Palmer, Kristina Londy, Maria Figueroa,

Members Absent: Leticia Chavarria, Lesley Doig, Melissa Johnson, Nick Mortaloni, Edreí Padilla

Guests: Golnoosh Behrouzian, James Clifton, Shawna Sourivanh, Chris Tarman

1. Review March 3, 2022 Meeting Minutes
The committee reviewed the March 3, 2022 meeting minutes.
2. EEO Plan Update
 - Data

RPIE (Research, Planning, and Institutional Effectiveness) updated the committee on the IPEDS data progress.

Human Resources updated the committee on the tracking information for PeopleAdmin and Workday. System testing on gathering data will take place next week. Work on data categories in Workday continues. Once Shawna has this information, she will meet with Nick and Kristina along with a designated community member to begin work on the language for the data questions.

Charlie updated the committee that he shared the new guidelines with EMT (Executive Management Team). EMT agrees that revision of the EEO plan can wait until the new Title V changes are in effect. EMT is open to providing a demographic update for the May board meeting. At this point, the committee can begin identifying the criteria for the EEO plan. There has been no change in the multiple methods certification reporting which is due by June 1, 2022.

A request was made by the committee on how the funds are used under the different categories that support our hiring efforts. Human Resources has budget responsibility over how the EEO funds are expensed based on the state's guidelines. Charlie will provide this information before the next meeting and will add this item to the agenda.

- Other Information

Restated to the committee we will continue to refine the data collected; the EEO will be updated once the new Title V changes are in effect; a demographic update will be provided to the board in May; Multiple Method Certification deadline remains June 1, 2022; define data categories at the next EEOAC meeting.

3. ACHRO Update
Discussion held on what most schools are doing around C-19. Nothing to report from the EEO standpoint.

4. Open Discussion
Maria shared there is a statewide Latinx coalition “CCCOLEGAS” who have been doing collaborative work around student equity and diversification of our system. There is a presentation on *Transforming Hiring Practices to Honor Our Students* set for Thursday March 24, 2022. It would be great if this event would be promoted to the college. Charlie will contact PIO with the information (flyer attached).

Kristina shared information that the Student Equity plan is coming due. She suggested sending a contingency of MiraCosta students to attend Haku this fall through funding provided by Student Equity and possibly EEOAC funds.

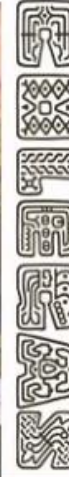
5. Next Meeting – March 31, 2022 at 4 p.m.



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ESTAMOS AQUI:

Transforming Hiring Practices to Honor our Students

Thursday,
March 24, 2022
2-4 pm

SPEAKERS

- **Dr. Cynthia Olivo,**
President, COLEGAS
- **Dr. Ilder Betancourt Lopez,**
Board Member, COLEGAS
- **Dr. Siria Martinez,**
Assistant Vice Chancellor, Student Equity & Success, Chancellor's Office
- **Dr. Abdimalik Buul,**
Visiting Executive of Educational Excellence and Equal Employment Opportunity Programs
- **Kelly Fletes,**
Dean of Student Services, Monterey Peninsula College

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