



Minutes – September 23, 2021
4 p.m.-5 p.m.

Members Present: Leticia Chavarria , Lesley Doig, Maria Figueroa, Kristina Londy, Charlie Ng, Al Nyman, Edrei Padilla, Bea Palmer

Members Absent Melissa Johnson, Nick Mortaloni

1. Review September 8, 2021 Meeting Minutes
The committee reviewed the September 8, 2021 meeting minutes.
2. EEO Plan Update
Charlie provided an overview of his conversation with Greg Smith, Vice Chancellor of Human Resources at San Diego Community College District. Greg is a member of the DEI work group for the Chancellor's Office. The EEO Plan information will not change too much for next year. Most of the items that are currently being reported will remain part of the plan template. There will be a strategic component on data. Charlie shared with the committee a sample of the types of data that could be included from a website called Data USA. With this information we can begin to frame some of our data around what was reviewed so that we are closer to what the new format will be.
3. Diversity Plan Discussion
Charlie reviewed and summarized the components of San Diego State University's Fowler College of Business (FCB) - Diversity and Inclusion Plan.

Maria and Charlie will be meeting next week to discuss approaches on how to incorporate this information into the district's EEO plan. He will also be having discussions with HR staff on incorporating this information into the recruiting process. Charlie will have an update at the next meeting.

One area that needs to be refined is the data component and how we best capture the data from our dashboards and from Workday to report in a routine way. The data captured needs to be reconciliatory between the data providers and the people who use the information. Charlie will reach out to Chris Tarman and Bonnie McFadden to discuss the collection of the information. It was noted that the data gathered from the FCB plan was over the course of a year. Once we have a baseline, we will be able to have active discussions.

Focus needs to be placed on how the college is actively recruiting minorities for available positions and how this information is getting to community members.

4. Outreach Training Efforts Discussion
The committee reviewed Appendix A – Community Organizations in the EEO Plan. Discussion was held regarding building outreach by developing relationships with

colleges and universities e.g., HBCU's, Cal-State Dominguez Hills and Cal-State San Bernardino and other area community resources.

The committee agreed that the current list needs to be reviewed, updated, and recommendations made for additions. The following committee members will meet to work on revising the current list and advise on new additions:

- Lesley Doig
- Kristina Londy
- Al Nyman
- Bea Palmer

Team has been requested to send Charlie notes from their meetings.

5. Formerly Incarcerated Students Discussion
Topic covers both students and employees. Charlie provided an over of the Ban the Box Law and went over some exceptions to the law.
6. Future Meeting Dates After October 7, 2021
 - Wednesday, October 20 - 1 p.m.-2 p.m.
 - Tuesday, November 2 - 11 a.m.-Noon
 - Friday, November 19 - 11 a.m.-Noon
 - Friday, December 3 - 8 a.m.

Meeting notices will be sent out.

7. Open Discussion
None.