



**Members Present:** Lesley Doig, Maria Figueroa, Kristina Londy, Charlie Ng, Al Nyman, Edrei Padilla,

**Members Absent:** Leticia Chavarria, Melissa Johnson, Nick Mortaloni, Bea Palmer

1. Review October 20, 2021 Meeting Minutes  
The committee reviewed the October 20, 2021 meeting minutes.

2. EEO Plan Update

Charlie shared that Chris Tarman sent a query out to his colleagues and found some interesting CSU data he is reviewing. He hopes to have data options available for the committee for the next meeting.

Charlie reviewed Chad Tsuyuki's November 1, 2021 email with the committee regarding TREC training faculty mentorship; TREC, DEqCC, and PDP conversations around tenure track. Working on collaboration to address faculty mentorship and retention. There is a need in increased district funding to accomplish their goals. This information can go into our EEO plan and people should receive training on it.

A conversation was started on the need for reassign time (full time and part time) to structure and institutionalize work being done. An inquiry was made if resource allocation funds could be requested in the future as part of Human Resources program review to tie into this work. Charlie will look to see what current resources are available to accomplish the work. The committee discussed if chairs from TREC, DEqCC, and PDP can be pulled into the committee as advisors.

Charlie will draft the first outline of the outcomes and interests of our diversity plan which will be part one of our EEO Plan. He will present the outline at an upcoming meeting. Once a draft is created, we will be able to engage others that we need their expertise and collaboration on.

3. Diversity Plan Update

Part one of the EEO plan will be the outcomes and the interests of our diversity plan. Our goals piece will also be included in part one. The Campus Climate survey information will be included under this section as well. It is important to ensure it covers aspirational goals and the role that EEOAC plays.

Maria commented if we are becoming more central with the state's vision, we probably need to move from advisory to creating policy.

Maria will provide an update at the next meeting on a proposal on faculty diversity (SDSU).

ACHRO will be added to our agenda as a standing update.

4. Open Discussion

AI inquired if Charlie was looking to have a group of faculty represent the college at upcoming job fairs in the spring? Charlie stated it would be more of Human Resources being at the job fairs and not so much EEOAC. Faculty could possibly assist Human Resources in their respective recruitments.

Maria would like to acknowledge Día de los Muertos. For consideration in the future.

5. Next Meeting – Friday, November 19, 2021 at 11 a.m.

Reminder: Review Draft EEOAC Contact List