



**CERRITOS COLLEGE
DIVERSITY AND EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE**

TUESDAY, JANUARY 15, 2019

MINUTES

MEMBERS PRESENT:

Dr. Valyncia C. Raphael, Administration
Dr. Adriana Flores-Church, Administration
Lori Thomas, Confidential
Nick Matthews, Faculty Senate
Lance Kayser, CCFF
Richard Garcia, CSEA
Amna Jara (AJ), CSEA
Norma Rodriguez, ACCME
Dr. Nick Real, ACCME
Devyn Heite, ASCC
Amber, Dofner, Student Activities

MEMBERS ABSENT:

Timothy Juntilla, Faculty Senate

GUESTS:

Monica Acuna
Hugh Nguyen
Lydia Alvarez

LOCATION:

BE-118

TIME:

10:00 AM – 11:00 AM

WELCOME AND INTRODUCTIONS

Dr. Raphael introduced Hugh Nguyen to the committee. He will be serving as the minutes taker once he is acclimated on campus.

APPROVAL OF MINUTES

A. DEEOAC Minutes of November 6, 2018

Nick moved to approve the minutes.

Amna seconded the motion.

One abstention.

Minutes were approved.

EMPLOYEE SELECTION PROCEDURES REVISIONS UPDATE – DR. FLORES-CHURCH

Dr. Flores Church told the committee that CSEA will be updated on the recommendations made by ACCME and then the committee will have a chance to look over the revisions.

DIVERSITY STATEMENT DRAFT REVIEW AND DISCUSSION – LYDIA ALVAREZ

Lydia and Dr. Raphael created a short statement from the longer Diversity statement.

Adriana commented to Lydia that the group of people who worked on the statement have done excellent work. Adriana is recommending removing the last line from the short statement.

Hugh is researching in what way other districts use the statement. For example: IVC includes the statement in their catalog under the student services area.

INFORMATION ITEM – STUDENT SERVICES EQUITY SLO – RICHARD GARCIA

Richard told the group that the hope is to create a soft survey in the Spring and roll it out for the fall semester.

Adriana asked if anyone else on campus is working on this and if so can we use it as a reference? Dr. Raphael responded that Liberal Arts is.

SUBCOMMITTEE REPORTS

Diversity Funds Allocation – Amna Jara, Lori, Norma

No funds requests have been submitted.

Norma has created goals for her subcommittee:

- A. Make the form user friendly
- B. Promote the funds

Communications – Amna, Lance, Lori

Directory undergoing edits

Diversity Programming – Valyncia, Monica, Lori, Amber, Hugh

The search for a key note speaker has been narrowed down to three presenters. The subcommittee asked for volunteers to present awards at the Diversity Awards event. Richard and Norma volunteered. The committee recommended closing out the nomination process three weeks before the ceremony. A rubric will be needed to judge the nominations. The committee worked on a tag line for the Awards Ceremony.

Campus Diversity Climate - Valyncia, Norma, Devyn

The event form is complete. Two meetings for the Spring are being set up.

Climate Assessment & Outreach – Nick, Richard, and Valyncia

Out of 590 eligible employees 230 responded.

The report has not been received from Modern Think but is expected before the holiday break.

Richard recommended a workshop be held on the outcome.

Policy and Planning – Nick, Nicholas, and Valyncia

Concerns such as accessibility should be brought to the committee in the future.

AROUND THE TABLE

Norma: The food truck will be on campus tomorrow and volunteers are needed. The campus is looking for a place to put a stationary food pantry.

Valyncia: The Diversity Directory is expected to be complete by early next year.