

DIVERSITY EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE
 Minutes for December 11, 2018
 10:00 a.m.
 BE-118

Committee Members	Constituent Group	Present	Absent
Valyncia Raphael	Administration	X	
Adriana Flores-Church	Administration	X	
Lori Thomas	Confidential	X	
Timothy Juntilla	Faculty Senate		X
Nick Mathews	Faculty Senate	X	
Lance Kayser	CCFF	X	
Richard Garcia	CSEA	X	
Amna Jara (AJ)	CSEA	X	
Norma Rodriguez	ACCME	X	
Nick Real	ACCME	X	
Devyn Heite	ASCC Representative	X	
Amber Dofner	Student Activities	X	
Monica Acuña	Guest - Minutes	X	
Hugh Nguyen	Minutes	X	
Lydia Alvarez	Guest	X	

Welcome and Introductions

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

Minutes – November 6, 2018

Nick moved to approve the minutes
 Amna moved 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 & 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:

- Make the form user friendly
- 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.