



**MIRACOSTA COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES
One Barnard Drive, Oceanside, CA**

MINUTES OF WORKSHOP

MARCH 16, 2023
(Approved April 20, 2023)

I. CALL TO ORDER

The Board of Trustees of the MiraCosta Community College District met in a regular meeting/workshop on Thursday, March 16, 2023, in Room 1116 on the San Elijo Campus. President Frank Merchat called the meeting to order at 2:31 p.m.

II. FLAG SALUTE / ROLL CALL

Board members present:

Rick Cassar	Frank Merchat
Raye Clendening	Anna Pedroza
William Fischer	Jackie Simon
George McNeil	

Administrators present:

Superintendent/President Sunny Cooke
Assistant Superintendent/Vice President Charlie Ng

III. PUBLIC COMMENT ON ITEMS ON AND NOT ON THE AGENDA

None.

IV. CHANGES IN AGENDA ORDER

None.

V. PRESENTATIONS

A. EEO Training

Assistant Superintendent/Vice President Ng provided EEO training for the board, as required by the state.

In 2001, new Title 5 regulations were introduced to improve equitable outcomes. Ng noted that Prop 209 was a legislative response that removed references to hiring, and instead focuses on recruiting, training, and advancement opportunities. A diverse workforce impacts students with improved retention, student outcomes, sees the greatest gains in closing equity gaps, serves a diverse community of learners, and prepares students for success in a global environment.

Ng reviewed the federal and state laws around hiring and protected classes, as well as demographic data for our community, Southern California, California, and nationally. Additionally, he reviewed the hiring process, including some of barriers in the hiring process. He noted the district looks for ways to increase the diverse pools of candidates, in part with expansive outreach efforts. The district is using a new tool that allows us to accurately determine the ethnic diversity of those completing masters degrees across the nation and the top universities that graduate diverse candidates in specific disciplines.

VI. ADJOURNMENT

The meeting adjourned at 3:55 p.m.

MINUTES APPROVAL:

Frank Merchat
President

Sunita V. Cooke, Ph.D.
Superintendent/President