



**Minutes - February 5, 2026**  
**10 a.m.-11 a.m.**  
[Via Zoom](#)

1. Minutes
  - a. Review December 11, 2025 - Meeting Minutes
  
2. Update: Full-time Faculty Hiring Committee Training: Hayley and Nashona provided an update on the full-time faculty hiring committee training that was held on Friday, January 30, 2026. The event was attended by over 80 participants. The training covered key topics including a review of the District's EEO Plan, full-time faculty demographic data, equity-minded hiring practices, strategies for interrupting bias, maintaining the integrity of the selection process, and developing effective interview questions. In the afternoon, hiring committee members engaged in collaborative working sessions to refine applicant evaluation materials and interview questions, strengthening consistency and fairness across recruitments. Overall, the hiring committee training received a lot of positive feedback for the newly redesigned format and opportunity for the committees to do their work while they were already together. There was also some feedback about the location of the training not appearing to align with the intention for the day.
  
3. Review Draft EEO Plan: Hayley reviewed the draft 2026–2029 EEO Plan with the committee. Although committee members are welcome to review the draft in its entirety, there were two specific sections of the Plan where feedback was specifically requested: (1) Section II titled "*Driving Progress: MiraCosta's Efforts to Strengthen Inclusion, Diversity, Equity, and Accessibility*," and (2) Appendix A – Plan Component XIII, which outlines the strategies for the next EEO Plan. Committee members were requested to review and provide feedback by Friday, February 20.
  
4. Upcoming Meeting
  - a. March 5, 2026

## **EEOAC Committee Charge**

- Assist the district in implementing its EEO Plan.
- Assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.
- Coordinate with other groups on campus to sponsor events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.
- Review and advise on recruitment efforts, job announcements, interview protocols, retention efforts, and other aspects of the hiring, retention, and promotion processes that impact the district's ability to attract and retain a diverse faculty and staff
- Advise on implementing the district's obligation to hire faculty and administrators with a demonstrated sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students
- Promote communication with community groups and organizations for people with disabilities
- Promote hiring of faculty who have themselves graduated from a community college
- Develop communications among departments to foster understandings of the EEO Plan
- Advise the superintendent/president regarding special training or staff development needs
- Review the EEO Plan, monitor its progress and recommend changes
- Review and approve the annual written report to the superintendent/president, the Board of Trustees, and the California Community Colleges Chancellor's Office.