



Minutes - February 3, 2022
4 p.m.-5 p.m.

Members Present: Lesley Doig, Maria Figueroa, Nick Mortaloni, Charlie Ng, Al Nyman

Members Absent: Leticia Chavarria, Melissa Johnson, Kristina Londy, Edreí Padilla, Bea Palmer

Guests: Golnoosh Behrouzian, James Clifton, Angela Johnson, Shawna Sourivanh, Chris Tarman

1. Review January 20, 2022 Meeting Minutes
The committee reviewed the January 20, 2022 meeting minutes.
2. EEO Plan Update
 - Data

Charlie provided an overview of the data collection subcommittee meeting. It was determined that new categories (ethnicity/race, gender) need to be established to accurately capture EEO data of employees for the EEO Plan. Angela confirmed we will be able to pull this information from Workday (current employees) and Shawna confirmed this can be pulled from PeopleAdmin (future employees). In addition to ethnicity, it was agreed upon to capture job classification, short-term workers, hourly, and student workers. Necessary steps will be taken to configure the system to align the data and the wording will need to be revised.

Student information for credit/non-credit will be captured with no restrictions on zip codes. Research to capture degrees within our region and the state is still being vetted.

- Other Information

Status updates on the above will be provided at the next meeting.

3. ACHRO Update
Charlie shared that he attended a two-day webinar this week put on by the Chancellor's Office on "Transforming Institutional Culture through Effective Anti-Racist Practices." An update was given on the DEI state taskforce and what they projects currently being work on. Some districts are using the term DEIA (diversity, equity, inclusion and accessibility) in their DEI work in addition to DEIB (diversity, equity, inclusion and belonging). Wording is currently being drafted to add to California community college employee evaluations that addresses:
 - Minimum standards for all employees
 - Explicit expectations

- Diverse hiring, DEIA competencies, employment development and training, and evaluations
- Minimum thresholds for assessing DEIA and cultural competence
- BOG publishes competencies and criteria, update every 3 years, min qual handbook, EEO best practices handbook, program and course handbook

The state attorney general may present the language for adoption at the May board of governor’s meeting.

Charlie shared the diversity breakdown for the district’s 2021-2022 faculty new hires:

Faculty Hires 2021-22

	Count	Faculty
American Indian/Alaska Native	0	0%
Asian/Pacific Islander	4	40%
African American	1	10%
Hispanic	2	20%
White	2	20%
Multiple Ethnicities	1	10%
Other/Unknown	0	0%
Total	10	100%

SDICCA Intern Program

Maria’s article in the Rostrum went to print at the end of January. Once the article is available, she will share with the committee.

4. Open Discussion
None.
5. Next Meeting – February 17, 2022 at 4 p.m.