



Minutes – February 17, 2022
4 p.m.-5 p.m.

Members Present: Lesley Doig, Maria Figueroa, Kristina Londy, Nick Mortaloni, Charlie Ng, Edreí Padilla, Bea Palmer

Members Absent: Leticia Chavarria, Angela Johnson, Melissa Johnson, Al Nyman, Shawna Sourivanh

Guests: Golnoosh Behrouzian, James Clifton, Chris Tarman

1. Review February 3, 2022 Meeting Minutes

The committee reviewed the February 3, 2022 meeting minutes.

2. EEO Plan Update

- Data

Charlie reaffirmed the data collection from Workday is in the process and he is drafting the notification to the college to include the “why” about participating in the data collection. Testing on PeopleAdmin data is getting close. We hope to launch the applicant tracking information soon.

Chris and his team are working on the Workforce data. They are working on pulling data on masters’ degrees and higher by discipline by using IPED. They are still working on refining the information. The team is looking to build a dashboard and looking to answer questions such as geography (areas in particular we are interested in—nationally and regionally) to pull from. It was determined that information is available on programs, gender, and ethnicity at various degree levels. RPIE will narrow down the data pull.

Chris made a recommendation to pull from the following counties: Los Angeles, Orange, Riverside, and San Diego. Charlie would like to add Riverside County as well. Data collection will cover three years. Chris believes the dashboard should be ready within two to three months. Charlie will get the final data points to share with the committee at the next meeting.

We are on track with the student data. There are a couple of changes to be made on the data collection (adding gender, sexual orientation) which will take some time to catch up as it has not been documented before. Nick noted that information tracked is for credit students only based upon their application. Non-credit students do not provide this information when registering for classes.

- Other Information

Charlie provided information to the committee on the BPs/APs that are under review as part of the EEO plan. Charlie will begin making the legal changes to the policies based upon CCLC review. If anyone has any changes or questions, please let Charlie know.

3. ACHRO Update

Charlie reviewed with the committee the Proposed Regulatory Action Amending Title 5. A GoogleDoc will be set up for access by the committee to review and provide feedback. Please have your comments in by February 23, 2022. The proposed changes identifies improvements to Title V around DEIA-evaluations and tenure of employees. Advancing Diversity, Equity, Inclusion, and Accessibility in Evaluation and Tenure Review Process Item b). is important.

4. Open Discussion

The committee discussed the list of EEO representatives for the hiring committees. The committee would like more information on how the EEO representatives are assigned to serve on the committees. Charlie will have information at the next meeting for the committee.

5. Next Meeting – March 3, 2022 at 4 p.m.