



**Minutes – April 14, 2022  
4 p.m.-5 p.m.**

**Meeting via Zoom: Information Below**

**Members Present:** Lesley Doig, Nick Mortaloni, Mary Raya, Kristina Londy, Charlie Ng, Al Nyman

**Members Absent:** Bea Palmer, Maria Figueroa, Mel Johnson

**Guests:** Golnoosh Behrouzian, James Clifton, Shawna Sourivanh

**Guests Absent:** Chris Tarman

1. Review March 31, 2022 Meeting Minutes  
The committee reviewed the March 31, 2022 meeting minutes.

2. EEO Plan Update

- Data
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RPIE (Research, Planning, and Institutional Effectiveness) is currently structuring the data that will be gathered. Everything is on target as planned.

HR (Human Resources)—Workday update forthcoming from Bonnie on the functionality of gathering data we are looking to track. Test questions have been added to the sandbox in PeopleAdmin to track information from the applicant side. The reporting will grab the data over a certain period as we are unable to track applicants as they move through the various stages of a recruitment. Shawna will connect with Hayley next week to take to review potential language to be reviewed with Nick, Kristina, Bea, and a community expert.

Charlie reaffirmed the data that collected for hiring committees is race, ethnicity, and gender. We are not collecting sexual identity or gender identity on our current employees.

- EEO Regulation Changes & EEO Plan Template

Charlie reviewed side-by-side comparison of old vs new EEO plan requirements put out by the Chancellor's Office.

Reviewed points on how our plan will need to change. We will need to craft a policy statement. Further discussion will take place between Charlie and Shawna on how this will need to be launched and will report back to the committee.

Need to review Multiple Methods and what type of data we will put into the EEO plan.

- Other Information

The seniority component for faculty under Desirable Qualifications was touched on. It will be interesting to watch how this will change with the new implementation of the plan.

3. ACHRO (Association for Chief Human Resources Officers) Update  
The EEO regulations Title V around EEO are now with the Department of Finance for review. The Department of Finance is working on an estimated cost associated with the update. The Title V changes for the evaluation component have gone for a first read with the board of governors. A second read is upcoming.
4. Open Discussion  
Charlie will attend the April 22, 2022 TREC meeting. A report will be provided at the next meeting.

Next meeting:

- Workday reporting update.
- PeopleAdmin reporting update.
- Collection of hiring committee data – demographics update.
- RPIE data collection update.
- EEO plan and multiple measures update.
- Multiple Method reporting update.

Committee discussed open Community Member seat left by Leticia Chavarria. A draft application has been created and Charlie will work on creating an announcement. We can review the list of organizations on our list as a potential pool to reach out to. The application will be put into a GoogleDoc for committee review. Once the draft application and announcement are finalized, we can begin recruiting for the position. We also have one student vacancy as well with Edrei Padilla no longer being on the committee.

5. Next Meeting – April 28, 2022 at 4 p.m.