



Minutes – October 7, 2021
4 p.m.-5 p.m.

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

Members Absent: Maria Figueroa, Melissa Johnson, Al Nyman

1. Review September 23, 2021 Meeting Minutes
The committee reviewed the September 23, 2021 meeting minutes.

2. EEO Plan

- Data Collection for EEO Plan – Identify what needs to be collected

Charlie spoke to Chris Tarman to identify data points for the EEO plan and how the information can be disaggregated at the state level. Chris believes he can disaggregate at the college/university level, however, will need to check into reporting at the state level. Charlie reviewed what the district currently tracks. Currently, we do not track non-binary.

The committee inquired on whether or not our dashboard would be able to compare statewide numbers in a particular subject matter where we would know which communities to reach out to when recruiting for a position. Charlie will look into.

Place topic back on next meeting agenda for further discussion.

3. Diversity Plan Update
Charlie and Maria met to review the SDSU Fowler College of Business Diversity Plan and are determining an approach on the next steps on how MiraCosta can develop diversity plans at the college or department level. The information was presented to EMT and we are looking on how to integrate into our college to help our EEO efforts. EMT will review Fowler College's Diversity Plan and will continue discussion at the next EMT meeting. Charlie and Maria will present their findings at a future EEOAC meeting. Chris Tarman has been provided a copy of the plan as well to determine how the data call be pulled for our EEO efforts.

Place topic back on next meeting agenda for further discussion.

The district has established an Equal Employment Opportunity Advisory Committee to act as an advisory body to the equal employment opportunity officer and the district as a whole to promote understanding and support of equal employment opportunity policies and procedures. The Equal Employment Opportunity Advisory Committee assists in the development and implementation of the EEO Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for plan revisions as appropriate.

4. Outreach Contacts Update

Kristina, Bea, and Lesley met to discuss current list and how to ensure the list accurately reflects the community at all levels. There was discussion on the benefits of attending the [HACU](#) (Hispanic Association of Colleges and Universities) Conference. It is important to identify what the various organizations do so that committee has a better understanding for the list. The subcommittee will create an outline and provide examples where there is a connection to HR and potential recruitment for students. Kristina will create a GoogleDoc where all committee members can input information on organizations that should be included on the list.

The team will have an update on the list at the November 19, 2021 meeting.

5. Open Discussion

6. Next Meeting – Wednesday, October 20, 2021 at 1 p.m.

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