



Minutes – October 20, 2021  
1 p.m.-2 p.m.

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

**Members Absent:** Leticia Chavarria, Melissa Johnson

1. Review October 7, 2021 Meeting Minutes

The committee reviewed the October 7, 2021 meeting minutes.

2. EEO Plan Update

Charlie spoke with Chris Tarman regarding data collection for the plan. Charlie and Chris discussed the use of regional data versus national data.

Charlie is having Angela work on data analysis for the plan. She is using the [Shasta College EEO Plan](#) as a template for her analysis. More information will be presented at the next meeting.

3. Diversity Plan Update

Charlie had a discussion with EMT regarding the SDSU diversity plan. In looking at their plan, there are a few things that are worth noting:

1. Analysis is done around their demographics looking at gender, race, and ethnicity. From there they come up with a series of goals then create strategies to accomplish the goals. They also delay hires, just as MCCD does if the pool does not meet diversity needs.
2. They consult with an inclusion representative to create more diverse pools and do implicit bias training for new hires.
3. Angela Johnson is currently looking at the data in the Shasta College EEO Plan that we can include into our data analysis and goals for the upcoming plan. Charlie will report back to the committee at the next meeting as to the status.
4. Charlie will reach out to Chad Tsyuka regarding TREC's discussion on retention.
5. Maria shared information with the committee on the importance of growing our own and what it looks like. Following is the link to the resolution passed in fall 2020 by the California Community College Senate - [Academic Senate for California Community College Resolution Number: 20.01—The Role of Student Employees in Advancing Faculty Diversification](#). Edreí was asked to look into a possible ASG collaboration discussion on what would signal our students to come back to the college after graduation. He will take this to the ASG Senate meeting this Friday.

6. Bea would like to explore where there are not high graduation rates among our students from STEM fields.
7. Add summary of the EEO plan as part of our bias training for new hires.
8. Our next steps from here will be discussing our approach for working on the plan.

4. Open Discussion

Next Meeting: EEO Plan and Diversity Plan update.

AI voiced concern on the low numbers of minority students entering the criminal justice field. How can we cultivate student interest to enter the field? This could possibly be a goal for grow your own candidates.

5. Next Meeting – Tuesday, November 2, 2021 at 11 a.m.