



Members Present: Maria Bucio, Sylvia Harrington, Luke Lara, Nick Mortaloni, Charlie Ng, Wendy Stewart

Members Absent: Laura Davis, Melissa Johnson, Bea Palmer, Edward Pohlert, Shawna Sourivanh

Resources: Nashona Andrade, Chris Tarman

1. Review October 26, 2023 - Meeting Minutes
The committee reviewed the minutes from the October 26, 2023, meeting.
2. EEO Plan
Recap: Submitted EEO draft plan to Chancellor's Office, October 2, 2023. We will not receive feedback until January 2024. Once feedback is received, we will have 45 days to incorporate their comments and approve at the March 2024 board meeting. We can make any refinements we feel are necessary, subject to feedback from the Chancellor's Office.

X. Analysis of District Workforce and Applicant Pools

Discussion was held on the language used in this section and whether it is standardized or if there is room for discussion on how the information is gathered, analyzed, and acted upon, and whether this would be the area to address racial and social justice inequities. Wendy will craft language for this section for review.

Strategies to Mitigate and Identified Adverse Impact

Discussion was held on the gathering of data and the process in identifying adverse impact under workforce analysis. Charlie shared with the committee the Chancellor's Office provided EEO plan training on adverse impact, 80% rule, and provided census data links to use. A methodology to ensure hiring committees have the representation is in place. The committee recommended a strategy to add training to address unconscious bias on hiring committees. Wendy will craft some language that incorporates the recommended language.

XI. A Process for Utilizing Data to Determine Whether Monitored Groups Are Underrepresented Within District Job Categories

To be discussed at the next meeting.

The committee reviewed the suggested changes within the plan which were accepted.

3. Sexual Orientation and Gender Identity Data
4. Meeting Dates – December/January
5. Next Meeting – November 30, 2023 – 4 p.m.