



**Draft Minutes – March 29, 2021
10 a.m.-11 a.m. - Zoom**

Members Present: Leticia Chavarria, Leslie Doig, Kristina Londy, Nick Mortaloni, Charlie Ng, Al Nyman, Bea Palmer, María Urdanet

Members Absent: María Figueroa, Melissa Johnson

1. New student representative María Urdanet was introduced to the committee and committee introductions were made.

Draft meeting minutes from the March 1, 2021 meeting are available for members to review.

2. Review Draft EEO Plan
The committee reviewed Sections I-X, XII, XIII, XIV, and XV of the draft 2021 EEO Plan; Section XI and Appendix B will be updated by Human Resources.

Areas for review would be:

- Graduate Assumption Program of Loans for Education and how information is relayed to students. Public Service Loan Forgiveness Program and Temporary Expanded Public Service Loan Forgiveness are important tools in recruiting prospective faculty with diverse backgrounds. This would be good to add to announcements being intentional of positions that are available to graduate students.
- Does our Human Resources Department relay this to prospective employees at career fairs? Look at possible partnerships with local schools and incorporate it into existing work for transfer opportunities.
- How does recruiting partner with the EEOAC and hiring committees?
- Outline college's service area that we actively recruit in, in addition to showing areas outside of the district where students have chosen to enroll at MiraCosta. Reported numbers should take into account all students versus looking at service area so that we capture our true student numbers.
- Review current list of community organizations we partner with as a district. If there are any changes to this list, please let Charlie know.
- Non-credit students should be included in our reporting instead of separating them out. This will increase the numbers and reflect a more accurate student number.
- Will the committee have the opportunity to create our own action plan if the Chancellor's Office does not create a more actionable plan?

Action Item: Committee to review the plan prior to the next meeting and make any suggested changes in Google Doc that has been set up.

3. Review 2020/2021 Multiple Method Allocation Certification Report

The Multiple Method Allocation Certification Report will be set up as a Google Doc for committee members to add comments.

4. Open Discussion
None.

5. Next Meeting
April 19, 2021 at 10 a.m. via Zoom.