

# LOS MEDANOS COLLEGE

## EEO Committee MINUTES

Tuesday, February 14, 2022, 2:30 – 4:30 pm via ZOOM

Join Zoom Meeting – <https://4cd.zoom.us/j/5244234068> | Meeting ID: 524 423 4068 | Phone: 1 (669) 900 6833

<b>Committee Membership</b>	<b>Present:</b>
Co-Chairs:	Carlos Montoya, Rosa Armendariz
Notetaker	Mika Sugahara
Student Representative:	(vacant)
Classified Representatives:	Abbey Duldulao, Nadiya Korkuna, Denise Uribe (new member)
Faculty Representatives:	Janith Norman, Cameron Bluford
Manager Representatives:	Dave Belman, Teresea Archaga

Item #	Approx. Time (minutes)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance: 9 out of 10 members, quorum qualified Absence: Nicole Trager (AS)
2.	3	Public Comment and Announcements	Co-Chairs	I	Carlos Montoya announced the next meeting will be held in person (with Zoom option) in a room (TBD – possibly Library 215) as the urgency orders that allowed for suspension of the Brown Act goes away.
3.	15	Approve Agenda for Tuesday, February 14 <sup>th</sup> Approve Minutes for Tuesday, November 8 <sup>th</sup>	Co-Chairs	D / A	Agenda approved with edit of a student representative to be removed – 1 <sup>st</sup> motion Teresea Archaga, 2 <sup>nd</sup> Abbey Duldulao: 5 Votes, 0 opposed. Minutes approved with edit of item #10 to separate Summary Report Out to Constituency Groups and Next Steps and Future Agenda Items – 1 <sup>st</sup> motion Janith Norman, 2 <sup>nd</sup> Abbey Duldulao: 3 Votes, 0 opposed, 2 members - Teresea Archaga, Denise Uribe abstained.
<b>Standing Item</b>					
4.	10	Membership updates	C. Montoya	D	Review the membership of the EEO Committee. <a href="https://www.losmedanos.edu/eoo/EEOListofMembers.aspx">https://www.losmedanos.edu/eoo/EEOListofMembers.aspx</a> <ul style="list-style-type: none"> <li>- Carlos Montoya introduced our new Co-Chairs (Dean of Equity &amp; Inclusion), Rosa Armendariz and Denise Uribe (HR Assistant).</li> <li>- Round table introduction of all committee members conducted.</li> <li>- Cameron Bluford pointed out membership of Nicole Trager (AS) requires reclarification.</li> <li>- Carlos Montoya informed Jeffrey. B is recruiting additional student representatives to get assigned to committee membership.</li> </ul>
5.	5	EEO Training requirements Follow-up	A. Duldulao / LMC HRA	I/D/A	Align constituency groups with the District EEO training requirement. <ul style="list-style-type: none"> <li>- Diversity training is good for 2 years</li> <li>- All EEO Committee members have completed</li> <li>- EEO representative training</li> </ul>

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					5 EEO members have completed and for those have not taken are to take through the provided training link <a href="#">EEO Representative Training @4CD - Recorded 11/21/22 (csod.com)</a>
6.	20	DEEOAC report	J. Norman C. Montoya	I/D/A	Our new Co-Chair, Rosa Armendariz is the new DEEOAC representative member. DEEOAC Goal setting in progress with status check of last year's goals. Update on hiring process of ABC: at final decision making stage. Micaela Ochoa has provided roles and responsibilities of EEO representatives serving in Faculty Hiring Committees. Follow-up: S. Lever will share information of below items after the next DEEOAC meeting in March. <ul style="list-style-type: none"> <li>- List of protected groups from the State Chancellor's office</li> <li>- Survey results of EEO training effectiveness</li> </ul>
<b>Old Business</b>					
<b>New Business</b>					
7.	45	Discussion of Evaluative Process	C. Montoya	I/D	Rosa Armendariz has suggested of NACC (National Assessment of Collegiate Campus Climate) Survey implementation. Invite Ryan Pedersen to present. Janith Norman proposed that we create an exit survey. Idea is to formalize our exit process – start with exit form already exist.
8.	15	Review EEO Charges	C. Montoya	I/D	<a href="#">Final-EEOC-Charges2020.docx (live.com)</a> <ul style="list-style-type: none"> <li>- Ref. #4 Bring to DEEOAC on inconsistency been experienced recently.</li> </ul>
<b>Committee Business</b>					
9.a	3	Summary Report Out to Constituency Groups	Co-Chairs	I / D / A	<ul style="list-style-type: none"> <li>▪ Welcomed 2 new members, Rosa and Denise.</li> <li>▪ Discussed an Exit Survey from the EEO perspective.</li> <li>▪ Agreed to bring back example exit surveys to review and discuss further to potentially edit in our next meeting.</li> <li>▪ Reviewed and discussed our EEO charges -&gt; Keep it as Standing Item.</li> </ul>
9.b	2	Next Steps and Future Agenda Items	Co-Chairs	I / D / A	<ul style="list-style-type: none"> <li>▪ NACC Survey – ask Ryan to present in the next EEO meeting.</li> <li>▪ AS representatives membership follow-up</li> <li>▪ Committee members to follow-up on EEO Representative training.</li> </ul>
10.	1	Adjourn Meeting	Co-Chairs	I / D / A	At 4:34
<b>NEXT MEETING: March 14<sup>th</sup>, 2023, 2:30 – 4:30 pm</b>					