



LMC EEO Committee Minutes Tuesday, April 9, 2024, 2:30pm to 4:30pm

In Person: Conference Room LLIB-215 (Pittsburg Campus – Library Building) and via ZOOM

Join Zoom Meeting – <https://4cd.zoom.us/j/4288613703> | Meeting ID: 428 861 3703 | Phone Audio: 1 (669) 900 6833

Committee Membership	Present:
Co-Chairs:	Rosa Armendariz, Carlos Montoya
Classified Representatives:	Abbey Duldulao, Denise Uribe, Connie Konsavage
Faculty Representatives:	Cameron Bluford
Manager Representatives:	Dave Belman, Teresea Archaga
Student Representative:	Maria Pelea
Notetaker:	Mika Mobley

Item #	Time (min)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance: 7 out of 7 members, quorum qualified.
2.	5	Public Comment and Announcements	Co-Chairs	I	(Bi-directional communication from our College & Community) T. Archaga: Memorial of Michael Yeong. A. Duldulao: S.I.A.T Concert on April 16 th 3:30 – 6:00 at Student Union.
3.	5	Approve membership of online participation Approve Agenda for Tuesday, April 9th 2024 Approve Minutes for Tuesday, March 12th 2024	Co-Chairs	D/ A	No online participation. Agenda approved – 1 st motion T. Archaga, 2 nd C. Bluford: 5 Votes, 0 opposed. Minutes approved – 1 st motion T. Archaga, 2 nd A. Duldulao: 4 Votes, 0 opposed and R. Armendariz abstained.
Standing Item					
4.	5	Committee Membership	C. Montoya	D/A	https://www.losmedanos.edu/eo/EEOListofMembers.aspx Remind relevant constituency groups of vacancies to fill for 2024FALL semester.
5.	5	EEO Training Updates	LMC HRA	I/D/A	Align constituency groups with the District EEO training requirement. <ul style="list-style-type: none"> Diversity training; all LMC EEO committee members are compliant. Link to the training online > Diversity Hiring in Practice: Legal Requirements and Best Practices for Screening Committees @4CD - Recorded 1/30/24 (csod.com) EEO representative training; HRA awaiting updated report from District.
6.	5	DEEOAC report	R. Armendariz	I/D/A	R. Armendariz reported discussion updates of DEEOAC. 22 Mini Grant proposals were reviewed and recommendations from the committee went to Chancellor's Cabinet, and they ultimately made the decisions to fund some of them. Review the District EEO plan to integrate some feedback and new guidelines



LMC EEO Committee Minutes Tuesday, April 9, 2024, 2:30pm to 4:30pm

In Person: Conference Room LLIB-215 (Pittsburg Campus – Library Building) and via ZOOM

Join Zoom Meeting – <https://4cd.zoom.us/j/4288613703> | Meeting ID: 428 861 3703 | Phone Audio: 1 (669) 900 6833

					for the State Chancellor's office. Jeffrey Michaels has made some initial proposal of changes to the plan. DEEOAC will be reviewing it and provide feedback on Friday (4/12). Then 3 campus EEO groups will review to provide feedback. The new plan will be sent to the governing board by the DEEOAC meeting scheduled in June and it goes into effect. July 1 st .
New Business					
7.	45	The CREED Framework	R. Armendariz	I/D/A	Review the DEIB Plan and Resource Guide that includes the CREED Framework. (Materials are on below share-point and will be shared in the meeting.) https://email4cd.sharepoint.com/:f:/s/LMC/eeo/EoNKaqHyx-BLm1oypgLcdk4BM6jt2-i8itZd7OlqNg_69A?e=g4f3Gt District-wide retreat planning will be conducted by the new ABC after July 1 st . Appointed faculty members are joining a course in the summer (funded by the mini grant) to get trained on the CREED Framework then they will host trainings on campus. We – LMC EEO committee members to join those trainings.
8.	15	Retreat with PDAC, IDEA, and EEO committees.	R. Armendariz	I/D/A	Planning committee for a retreat organized: Connie Konsavage, Abbey Duldulao, Teresea Archaga. Collaboration for the common purpose among 3 committees to be arranged in 2024FALL semester.
Committee Business					
9.	5	Summary of report out to Constituency Groups	Co-Chairs	I/D/A	Cameron to report out to Academic Senate, Connie to report out to Classified Senate. Maria to report out to LMCAS. <ul style="list-style-type: none"> Planning a retreat with the 3 committees (PDAC, IDEA, and EEO) in early 2024FALL We are working collaboratively with the District on the implementation of the 4CD – DEIB Plan that includes the CREED Framework. DEEOAC is reviewing an updated version of District EEO plan, and that will be submitted for review to the Board in June.
10.	5	Next Steps and Future Agenda Items	Co-Chairs	I/D/A	Keep Item. 7 “Retreat with PDAC, IDEA, and EEO committees” to review charges of 3 committees (in handouts) and to arrange a retreat / combined meeting to discuss further.
11.	3	Adjourn Meeting	Co-Chairs	I/D/A	At 3:54 p.m.
NEXT MEETING: September 10th, Tuesday, 2:30 – 4:30 pm					