

LOS MEDANOS COLLEGE

LMC EEO Committee MINUTES Tuesday, April 11, 2023, 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/5244234068> | Meeting ID: 524 423 4068 | Phone Audio: 1 (669) 900 6833

Committee Membership	Present:
Co-Chairs:	Carlos Montoya
Notetaker	Mika Sugahara
Student Representative:	Melina Rodriguez (new member)
Classified Representatives:	Abbey Duldulao, Denise Uribe
Faculty Representatives:	Janith Norman, Cameron Bluford
Manager Representatives:	Teresea Archaga

Item #	Approx. Time (minutes)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance: 6 out of 7 members, quorum qualified. Absence: Rosa Armendariz (Co-Chair), Dave Belman
2.	5	Public Comment and Announcements	Co-Chairs	I	A. Duldulao announced the series of APIDA Heritage events starting from April 18 th . https://www.losmedanos.edu/api/ T. Archaga announced events organized by Student Life.
3.	5	Approve Agenda for Tuesday, April 11 th Approve Minutes for Tuesday, February 14 th	Co-Chairs	D/A	Agenda approved – 1 st motion T. Archaga, 2 nd A. Duldulao: 4 Votes, 0 opposed. Minutes approved – 1 st motion T. Archaga, 2 nd J. Norman: 2 Votes, 0 opposed, 2 members – A. Duldulao and M. Rodriguez abstained.
Standing Item					
4.	3	Membership updates	C. Montoya	I/D	Review the membership of the EEO Committee. https://www.losmedanos.edu/eo/EEOListofMembers.aspx Carlos Montoya introduced our new student member Melina Rodriguez. 1 each vacancy on each constitutional group to be followed-up.
5.	5	EEO Training requirements Follow-up	LMC HRA	I/D/A	Align constituency groups with the District EEO training requirement. <ul style="list-style-type: none"> - Diversity training is good for 2 years - All EEO Committee members have completed (as of April 4th) - EEO representative training Those who have not completed are to take through the provided training link EEO Representative Training @4CD - Recorded 11/21/22 (csod.com)
6.	10	DEEOAC report	J. Norman C. Montoya	I/D/A	Dr. Jeffrey Michels onboarded as new District's Associate Vice Chancellor, Chief Human Resources Officer on February 21 st . To follow-up with district on Uniform Selection Guide update. J. Norman shared funding updates: District received \$280k EEO best practice money one-time fund without time limit, \$151k for faculty initiatives.



LMC EEO Committee MINUTES Tuesday, April 11, 2023, 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/5244234068> | Meeting ID: 524 423 4068 | Phone Audio: 1 (669) 900 6833

7.	60	Review EEO Charges	C. Montoya	I/D	Final-EEOC-Charges2020.docx (live.com) Goal #3. Had a discussion on our committee progress.
Old Business					
8.	0	Discussion of Evaluative Process – Exit Survey	C. Montoya	I/D	This item was postponed to the next meeting.
New Business					
9.	10	Presentation - Mitigating Bias in Hiring	A. Duldulao	I/D	A.Duldulao shared a presentation of a conference she attended - NCORE CONFERENCE 2022.
10.	10	Committee meeting format & logistics	C. Montoya	I/D	Kept both sites Pittsburg and Brentwood and connect via Zoom for Spring semester. We are to continue the discussion in Fall semester.
Committee Business					
11.	3	Summary Report Out to Constituency Groups	Co-Chairs	I/D/A	<ul style="list-style-type: none"> Welcomed 1 new student member, Melina. Discussed our EEO charges focusing on #3.
12.	2	Next Steps and Future Agenda Items	Co-Chairs	I/D/A	<ul style="list-style-type: none"> Item #10, Evaluative Process - Exit Survey and NACC Survey to be discussed in the next EEO meeting in Fall. Follow-up on 3 membership vacancies. Committee members to follow-up on EEO Representative training.
13.	1	Adjourn Meeting	Co-Chairs	I/D/A	At 4:39
NEXT MEETING: Dates TBC, 2023, 2:30 – 4:30 pm					