**LMC EEO COMMITTEE MEETING MINUTES**

**Tuesday, May 12, 2020**

**3:30pm to 4:50pm**

Committee Attendance:

|  |  |  |  |  |  |  |  |  |
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| Co-Chairs: | |  | |  | Sabrina T. Kwist, Carlos Montoya | |  | |
| Student Representative: | | | | | ABSENT- Shagoofa Khan- VP of LMCAS | |  | |
| Classified Representatives: | | | | | Abbey Duldulao, Edward Beanes, Nicole Almassey | |  | |
| Faculty Representatives: | | | | | Janice Townsend, | |  | |
| Manager Representatives: | | | | | Dave Belman, Teresea Archaga, | |  | |
| Item # | Approx.  *Time*  *(minutes)* | | ***Topic/Activity*** | | | ***Lead*** | | ***NOTES*** | |
|  | 5 | | Welcome | | |  | | | |
|  | 4 | | Public Comment and Announcements | | | Upcoming Virtual Graduation –participate via zoom | | | |
|  | 5 | | Approve Agenda for May 12, 2020  Approve Minutes for April 14, 2020 | | | J. Townsend moved, E. Beanes second- Unanimously approved 8-0-0  N. Almassey moved, T. Archaga – Unanimously approved 8-0-0 | | | |
| ***Old Business*** | | | | | | | | | |
|  | 15 | | DEEOC Update | | | Review the EEO Fund Multiple Method Allocation Certification Form 19-20  District has met all 9 Multiple Measures. In June, Dio will conduct an annual presentation on Workforce Diversity to the Governing Board. Sophia is working with the Research Department to collect data for these reports.  District informed the committee of implementation of “Forced Ranking” as a mechanism to control bias on management and faculty interviews. Rubric reviewed | | | |
|  | 35 | | EEO FINAL REPORT:  Working Group Report Writing and Timeline | | | The committee met in zoom breakout rooms to complete report // document available via Sharepoint  Equity and Hiring Data  Employee Satisfaction and Surveys | | | |
| ***New Business*** | | | | | | | | | |
|  | 5 | | Filling vacant membership spots | | | Constituents will issue a call to senates. N. Almassey and J. Townsend to step down next year. | | | |
| ***Committee Business*** | | | | | | | | | |
| **9.** | 5  5 | | Next Steps and Future Agenda Items  Adjourn Meeting 4:50 pm | | | Enjoy the summer and work on the document! | | | |