



LMC EEO Committee Minutes Tuesday, October 8, 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	Guest: Dr. Mayra Padilla
Classified Representatives:	Abbey Duldulao, Denise Uribe, Connie Konsavage	
Faculty Representatives:	[vacant]	
Manager Representatives:	Dave Belman (joined at 3:20), Teresea Archaga (on leave) > Robert Delgado (joined at 3:10)	
Student Representative:	[vacant]	
Notetaker:	Mika Mobley	

Item #	Time (min)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance: 5 out of 5 members, quorum qualified.
2.	3	Public Comment and Announcements	Co-Chairs	I	(Bi-directional communication from our College & Community) No Public Comment
3.	5	Approve membership of online participation Approve Agenda for Tuesday, October 8 th 2024 Approve Minutes for Tuesday, April 9 th 2024	Co-Chairs	D/ A	No online participation. Agenda approved – 1 st motion C. Konsavage, 2 nd A. Duldulao: 1 Votes, 0 opposed. Minutes approved – 1 st motion A. Duldulao, 2 nd C. Konsavage: 1 Votes, 0 opposed.
Standing Item					
4.	5	Committee Membership	Co-Chairs	D/A	https://www.losmedanos.edu/eo/EEOListofMembers.aspx Remind relevant constituency groups – Academic Senate and LMCAS of vacancies to fill for 2024-2025 semesters.
5.	20	Review EEO Charges	Co-Chairs		Final-EEOC-Charges2020.docx (live.com) Document updated date (September 2023) should be reflected in the file name. It was proposed to be off of Brown Act committee reporting into Shared Governance Committee as the future structure of the committee. The committee to operate as an Advisory committee similar to other campuses, DVC and CCC. Restructure of committees will be reflected into the charges in the near future.
6.	5	EEO Training Updates	LMC HRA	I/D/A	Align constituency groups with the District EEO training requirement. HRA Denise updated as below. <ul style="list-style-type: none"> Diversity training; all LMC EEO committee members are compliant. EEO representative training; HRA share updates from the District report as of March 2024.
7.	10	DEEOAC report	R. Armendariz	I/D/A	R. Armendariz reported on DEEOAC August retreat and September meeting.



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New Business					
8.	20	Conversation with Dr. Mayra Padilla, Acting Special Assistant to the Chancellor, regarding 4CD EEO efforts	R. Armendariz	I/D/A	Guest: Dr. Mayra Padilla joined at 3pm. Idea of project-based work groups for campus EEO has been in discussion in DEEOAC to improve clarity of work and communication.
9.	15	Update on NACCC and surveys	R. Armendariz	I/D/A	National Assessment of Collegiate Campus Climates (NACCC) Employee Survey
Old Business					
10.	15	Retreat with PDAC, IDEA, and EEO committees.	R. Armendariz	I/D/A	Proposed to arrange retreats with IDEA on October 17 th and PDAC on October 24 th .
Committee Business					
11.	5	Summary of report out to Constituency Groups	Co-Chairs	I/D/A	<ul style="list-style-type: none"> Abbey to report out to Academic Senate, Connie to report out to Classified Senate. Dave to report out to Management. Robert to report out to LMCAS. Rosa will report out to SGC. Planning a retreat with the 3 committees (PDAC, IDEA, and EEO) in October 2024.
12.	5	Next Steps and Future Agenda Items	Co-Chairs	I/D/A	Confirm the finalized committee restructure model.
13.	3	Adjourn Meeting	Co-Chairs	I/D/A	At 4:18 p.m.
NEXT MEETING: November 12th, Tuesday, 2:30 – 4:30 pm					