

LMC EEO COMMITTEE MEETING MINUTES

Tuesday, November 8, 2022, 2:30pm to 4:30pm 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, (Co-Chair Vacant)
Notetaker	Mika Sugahara
Student Representative:	Micah Simms (new member)
Classified Representatives:	Abbey Duldulao, Nadiya Korkuna, Raymond Tirado (new member)
Faculty Representatives:	Janith Norman, Cameron Bluford
Manager Representatives:	Dave Belman

Item #	Approx. Time (minutes)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance: 7 out of 9 members, quorum qualified Absence: Teresea Archaga (Management), Nicole Trager (AS)
2.	3	Public Comment and Announcements	Co-Chairs	I	Carlos Montoya announced 2 new members Micah Simms, Raymond Tirado joined our committee. This is our last meeting for the semester.
3.	5	Approve Agenda for Tuesday, November 8th Approve Minutes for Tuesday, October 11th	Co-Chairs	D / A	Agenda approved – 1 st motion Janith Norman, 2 nd Abbey Duldulao: 5 Votes, 0 opposed. Minutes approved – 1 st motion Janith Norman, 2 nd Dave Belman: 3 Votes, 0 opposed, 2 new members, Micah Simms, Raymond Tirado abstained.
Standing Item					
4.	7	Membership updates	C. Montoya	D	Review the membership of the EEO Committee. https://www.losmedanos.edu/eoo/EEOListofMembers.aspx <ul style="list-style-type: none">- One of Co-Chairs (Dean of Equity & Inclusion) is now vacant.- 2 new members were introduced.
5.	5	DEEOAC report	J. Norman	I / D / A	Dr. Janith Norman shared the last DEEOAC meeting (November 4th) outcome. <ul style="list-style-type: none">- Work is in progress for having EEO representatives on full-time and part-time faculty hiring committees.- DEEOAC website is being updated with information of member.- One of LMC DEEOAC's representatives is now vacant and needs to be filled.- An update on hiring a Vice Chancellor will be shared in the DEEOAC next meeting in February.- S. Lever will get a list of protected groups from the State Chancellor's office.- Survey results of EEO training effectiveness will be shared during the next meeting.
New Business					

6.	35	Student Equity Plan Update	T. Maxwell	I / D	VP. Tanisha Maxwell (guest) joined to share updates on SEP. At the college assembly held in October, T. Maxwell with S. Kwist have co-presented updates related to the metrics of our disproportionately impacted student groups and our engagement priority around black student success to close those equity gaps. Student Equity Plan to be finalized on November 14 th with given extension.
7.	10	EEO Training requirements	A.Duldulao	I / D / A	Align our EEO members with the District EEO training requirement. - There are 2 trainings, Diversity hiring and practice training (which is good for 2 years) and EEO representative training. - Raymond to see if we can get the status list of EEO representative training. - We can check our own transcript through GROW portal.
New Business					
8.	10	Recent Events' Impact on Campus Climate and EEO Efforts	C. Montoya	I / D	Carlos provided summary of the Special Monday meeting held on October 31 st . There was a discussion on what the EEO committee could do.
9.	50	Data and Tools for EEO	E. Blackthorne	I / D	Dr. Emma Blackthorne (guest) joined to connect us to current research tools and other data related opportunities around EEO. Reference: https://tableau2.4cd.edu/views/EmployeeDiversityStudy_16442633791440/Race-Ethnicity?:showAppBanner=false&:display_count=n&:showVizHome=n&:origin=viz_share_link
Committee Business					
10.	5	Next Steps and Future Agenda Items	Co-Chairs	I / D / A	Summary of takeaways to Constituency Groups - Membership update of 2 new members introduced. - Updates on DEEOAC. - Tanisha updated on SEP. - Emma provided updates more disaggregated Data and Tools for EEO. - Next agenda to include discussion of evaluative process.
11.	1	Adjourn Meeting	Co-Chairs	I / D / A	At 4:40
NEXT MEETING: February 14th, 2023, 2:30 – 4:30 pm					