

# LOS MEDANOS COLLEGE

**LMC EEO Committee MINUTES Tuesday, November 14, 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/4288613703> | Meeting ID: 428 861 3703 | Phone Audio: 1 (669) 900 6833**

<b>Committee Membership</b>	<b>Present:</b>
Co-Chairs:	Carlos Montoya, Rosa Armendariz
Classified Representatives:	Abbey Duldulao, Denise Uribe, Connie Konsavage
Faculty Representatives:	Janith Norman, Cameron Bluford
Manager Representatives:	Dave Belman
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) R. Armendariz informed Teresea Archaga is on leave through January 2024.
3.	5	Approve membership of online participation Approve Agenda for Tuesday, November 14th 2023 Approve Minutes for Tuesday, October 10th 2023	Co-Chairs	D/ A	No online participation. Agenda approved – 1 <sup>st</sup> motion D. Belman, 2 <sup>nd</sup> C. Konsavage: 5 Votes, 0 opposed. Minutes approved – 1 <sup>st</sup> motion A. Duldulao, 2 <sup>nd</sup> D. Belman: 3 Votes, 0 opposed and M. Pelea abstained.
<b>Standing Item</b>					
4.	35	Committee Membership	C. Montoya	D/A	<a href="https://www.losmedanos.edu/eo/EEOListofMembers.aspx">https://www.losmedanos.edu/eo/EEOListofMembers.aspx</a> - R. Armendariz introduced a new student member: Maria Pelea LMCAS Senator. - One AS membership vacancy recruitment to be followed up. - Clarification on DEEOAC CS rep membership in LMC EEO <ul style="list-style-type: none"> <li>3 members from the college's EEO Committee, that are C. Montoya, R. Armendariz and J. Norman, who is also the chair of DEEOAC from LMC. These 3 seats will be re-considered in Spring Semester before DEEOAC 1<sup>st</sup> 2024 meeting in February 2024. Ideally it should consists of one CS representative, 1 AS representative and a Management member.</li> <li>One member designated by CS Coordinating Council is I. Gregory.</li> <li>Build a regular communication channel to share our discussion with I. Gregory for the future connection.</li> <li>Going forward make sure discussion outcome of LMC EEO</li> </ul>



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					committee meeting is reported into DEEOAC. Ref: Composition of the DEEOAC <a href="https://www.4cd.edu/about/committees/deeoac/docs/deeoac-community-member-application.pdf">https://www.4cd.edu/about/committees/deeoac/docs/deeoac-community-member-application.pdf</a>
5.	5	EEO Training Updates	LMC HRA	I/D/A	Align constituency groups with the District EEO training requirement. - Diversity training is good for 2 years. Training link below. <a href="#">Diversity Hiring in Practice: Legal Requirements and Best Practices for Screening Committees @4CD - Recorded 10/19/23 (csod.com)</a> . This link expires: 01/25/24. - EEO representative training: <a href="#">EEO Representative Training @4CD (csod.com)</a>
6.	5	DEEOAC report	J. Norman R. Armendariz	I/D/A	J. Norman updated there was no quorum for October scheduled meeting and next DEEOAC meeting is up-coming on Friday, November 17 <sup>th</sup> .
<b>New Business</b>					
7.	5	Accreditation	C. Montoya	D	C. Montoya shared updates on Accreditation mid-term report draft.
8.	20	Aspen Award Submission	C. Montoya	D	C. Montoya informed the group on progress of Aspen application and discussed on Section 7 to capture inputs from EEO committee members.
<b>Old Business</b>					
9.	20	EEO Charges – Priority 3 goals and action plans	R. Armendariz	D/A	Priority Charges are No. 6, No. 2 and No.3. With actions of... (1 <sup>st</sup> motion A. Duldulao, 2 <sup>nd</sup> D. Belman) No. 6 – get District Data to be reflected into our college recruiting process. No. 2 – update toolkit and use. No. 3 – develop events collaborating/partnering with PDAC and LMCAS.
<b>Committee Business</b>					
10.	1	Summary of report out to Constituency Groups	Co-Chairs	I/D/A	Introduced a new student member (Maria Pelea) to the committee. Discussed DEEOAC membership and connection with LMC EEO committee. Identified 3 priority charges of the committee and came up with action plans. Discussed Aspen Award application as well as Accreditation report.
11.	1	Next Steps and Future Agenda Items	Co-Chairs	I/D/A	For Aspen / Accreditation reports, relevant committee members to email the bulleted list of report out at our various committee meetings.
12.		Adjourn Meeting	Co-Chairs	I/D/A	4:33 p.m.
<b>NEXT MEETING: TBC, 2023, 2:30 – 4:30 pm</b>					