

## LMC EEO COMMITTEE MEETING MINUTES

Tuesday, March 8, 2022, 2:30pm to 4:30pm via ZOOM

Join Zoom Meeting – <https://4cd.zoom.us/j/96960846928> | Meeting ID: 969 6084 6928 | Phone Audio: 1 (669) 900 6833

### Committee Membership:

Co-Chairs: Sabrina T. Kwist, Carlos Montoya  
Notetaker: Mika Sugahara  
Student Representative: Nicholas Sessions, Muhammad Khan (replaced by Sheena Dugao)  
Classified Representatives: Abbey Duldulao, Irma Gregory, Nicole Almassey  
Faculty Representatives: Camille Santana, Nicole Trager, Cameron Bluford  
Manager Representatives: Dave Belman, Teresea Archaga

Item #	Approx. Time (minutes)	Topic/Activity	Lead	Information Discussion Action	Notes
1.	2	Welcome	Co-Chairs	I	Meeting Attendance 12 members attended Absent: Irma Gregory due to conflict with other meeting Replacement: Sheena Dugao (Student) attended replacing Muhammad Khan. Note: no share point access can be granted to Student senate
2.	5	Public Comment and Announcements	Co-Chairs	I	EEO members to be finalized after the next Academic Senate meeting on March 14 <sup>th</sup> . EEO Conference to be held, please apply. Last May/June conference was held in Portland.
3.	5	Approve Agenda for Tuesday, March 8	Co-Chairs	D/ A	Reviewed and approved.
<b>Old Business</b>					
4.		None	-	-	This is the 1 <sup>st</sup> meeting of the year.
<b>New Business</b>					
5.	15	Membership review	C. Montoya	I/D	Membership changes / updates <ul style="list-style-type: none"><li>- Faculty members have not yet been officially approved, need to be clarified. Janith Norman has shown her interest but not counted in this time. 3 Faculty members. There was discussion of one as an alternative.</li><li>- Student member Muhammad Khan was replaced by Sheena Dugao (contact details to be confirmed)</li><li>- To be updated on <a href="https://www.losmedanos.edu/committees/eEO">Membership (losmedanos.edu)</a></li></ul>

6.	15	Employee Engagement Survey	C. Montoya	I/D/A	<p>Reviewed the Employee engagement survey results and discussed.</p> <ul style="list-style-type: none"> <li>- Total survey response ratio has increased (from 82% in 2019 to 87% in 2021)</li> <li>- Discussion outcomes are reflected in the <a href="#">2021 LMC EMPLOYEE ENGAGEMENT SURVEY RESULTS REVIEW TEMPLATE</a>.</li> <li>- Employee Engagement Survey results review template will be reported out to Planning Committee.</li> </ul>
7.	10	DEEOAC report	Co-Chairs	I/D/A	<p>There is a schedule conflict with DEEOAC meeting this year. District EEO Plan has already expired (ref <a href="#">Plan 2016-2019</a>) and is under section-by-section review.</p> <p><a href="#">Uniform Selection Guide</a> is also under review.</p>
<b>Committee Business</b>					
8.	15	Next Steps and Future Agenda Items	Co-Chairs	I/D/A	<p>Summary of takeaways to Constituency Groups</p> <ul style="list-style-type: none"> <li>- Update LMC EEO committee membership after confirmation of approvals.</li> <li>- 2021 LMC Employee Engagement Survey Results review template to be finalized and sent to the Planning Committee.</li> </ul>
9.	5	Adjourn Meeting	Co-Chairs	I/D/A	At 4:30 pm