

# LMC EEO COMMITTEE MEETING MINUTES

Tuesday, April 12, 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

<b>Committee Membership:</b>	
Co-Chairs:	Sabrina T. Kwist, Carlos Montoya
Notetaker	Mika Sugahara
Student Representative:	Nicholas Sessions, Sheena Dugao
Classified Representatives:	Abbey Duldulao, Irma Gregory, Nicole Almassey
Faculty Representatives:	Camille Santana, Janith Norman, Cameron Bluford, Nicole Trager (Alternate)
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: 11 attendees - quorum qualified Absence: Irma Gregory due to a conflict with DEEOAC meeting. Dave Belman due to a conflict with other meeting.
2.	5	Public Comment and Announcements	Co-Chairs	I	Hiring process & communication; district level discussion on going. Parliamentary group procedure and membership needs to be clarified.
3.	5	Approve Minutes for Tuesday, March 8 Approve Agenda for Tuesday, April 12	Co-Chairs	D/ A	Minutes with edits – 1 <sup>st</sup> Teresea Archaga: 3 Votes, 0 Opposed, 3 Abstained. Agenda with an addition of nominating Dr. Norman as DEEOAC faculty representative – 1 <sup>st</sup> Nicole Almassey, 2 <sup>nd</sup> Teresea Archaga: 6 Votes, 0 Opposed.
<b>Old Business</b>					
4.a	5	Membership review	C. Montoya	D	Confirm the finalized membership of the EEO Committee. <a href="https://www.losmedanos.edu/eo/EEOListofMembers.aspx">https://www.losmedanos.edu/eo/EEOListofMembers.aspx</a> - 2 vacancies remain; one manager (to be reminded at the next management council) and a student senate (discussion in progress). - Representation to DEEOAC member should be appointed every fiscal calendar year, at the meeting in September.
4.b	5	Approve the nomination of Dr. Janith Norman to DEEOAC from LMC, to finish the semester and start the 2 year term Sept 2022	Co-Chairs	D/ A	Approved: 1 <sup>st</sup> Cameron Bluford, 2 <sup>nd</sup> Teresea Archaga: 6 Votes, 0 Opposed, 0 Abstained.
5.	10	DEEOAC report	Co-Chairs	I/D/A	District EEO Plan (ref <a href="#">Plan 2016-2019</a> ) is under section by section review as a group project work. Work on the <a href="#">Uniform Selection Guide</a> has been postponed till further notice. Areas of Uniform Selection Guide could be enhanced / strengthened from an equity perspective. There is additional Annual Report which documents EEO data – will be available around May / June.

<b>New Business</b>					
6.	15	LMC Technology Plan 2022-28: Draft Technology Plan Feedback Requested	C. Montoya	I/D	<p>Below is the link to the draft plan in SharePoint for EEO Committee to review and provide feedback by April 25th.  <a href="#">Draft LMC Technology Plan 2022-28</a>            And Draft Technology Plan 2022-28 Feedback Form below.  <a href="https://forms.office.com/r/7PZRxnBjAq">https://forms.office.com/r/7PZRxnBjAq</a></p> <p>One of already provided feedback is around Cyber Security. Rollout of infrastructure changes for SSO is planned by August. And MFA implementation is in plan at district level.            More specificity as action steps are on <a href="#">Technology Advisory Group (losmedanos.edu)</a>.            Resolutions around Wi-Fi and Printing issues are being worked on.</p>
7.	10	CCCRELA Year 2: USC Equity Connect Portal and eConvenings	S. Kwist	I/D	<p>Registration @ <a href="https://equityconnect.usc.edu/register/e2d97c21-ef12-4540-aecc-e3a08a39e98e">https://equityconnect.usc.edu/register/e2d97c21-ef12-4540-aecc-e3a08a39e98e</a>            Library is available, there are many workshops and convenings for committee members to attend.</p>
8	10	Training - Diversity, Equity, Inclusion, and Accessibility (DEIA): Promising Hiring Practices Emerging Now	C. Montoya	I	<p>When: THURSDAY, APRIL 21, Noon to 1 p.m.            Where: Zoom - Free Registration  <a href="https://us02web.zoom.us/webinar/register/WN_fUvDfhxiRV6lOF7bvpJbiw">https://us02web.zoom.us/webinar/register/WN_fUvDfhxiRV6lOF7bvpJbiw</a></p>
<b>Committee Business</b>					
9.	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>- Identified Dr. Norman as our DEEOAC representative for faculty. Explore other members officially.</li> <li>- Update on DEEOAC report: expecting annual report with EEO data in May/June.</li> <li>- Tech Plan feedback is due April 25<sup>th</sup>.</li> <li>- We will soon have access as a college to the USC Equity portal and our 2<sup>nd</sup> year commitment will be announced by President Bob.</li> <li>- Training opportunity of DEI+A on April 21<sup>st</sup>.</li> </ul>
10.	5	Adjourn Meeting	Co-Chairs	I/D/A	At 4:35