

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

AGENDA

MEETING/WORKING SESSION

Monday, April 20, 2026

3:15 PM to 4:15 PM (could extend up to 4:30 PM as needed)

LOCATION: Zoom

Zoom Link: <https://sjeccd-edu.zoom.us/j/89631414171>

Meeting ID: 896 3141 4171

Time	Topics
3:15	Introductions & Check-In
3:20	<u>Action:</u> Minutes of March 16, 2026 Meetings/Working Session for approval  EEO.MINUTES for DistrictwideEEO-Div
3:25	EEO & Diversity Plan Implementation Review and Recommendations A. Pre-Hiring Strategies (15') 1. Provide training to employees, students & trustees. (53024.1(d)) <u>A1A. Identified dates (Fridays) for DEIAA Training:</u> DEIAA Full-day Training sessions are scheduled for: - A1A.1. Friday, February 27, 2026 (needed to reschedule) - A1A.2. Friday, April 24, 2026 (Pending HR confirmation with Attorney Laura Schulkind – trainer) - A1A.3. Friday, September 25, 2026 - A1A.4. Friday, November 6, 2026 <u>A1B. Identified dates (Fridays) for EEO Training:</u> - A1B.1. Friday, February 6, 2026 (Done) - A1B.2. Friday, March 6, 2026 - A1B.3. Friday, September 18, 2026 - A1B.4. Friday, October 16, 2026 2. Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j)) 3. Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals (HR). 4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR (HR).

	B. Hiring Strategies (15') 1. Consistent and ongoing training for hiring committees. * (53024.1(c)) *Cross reference EEO Plan Component 8. 2. Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g)) 3. Assess "sensitivity to diversity" of all applicants. (53024.1(l)) 4. Dedication of specified staff to EEO. 5. Focused outreach and publications. 6. Recruitment efforts and strategies (HR) such as: • Use of demographic data • Job Fairs • Community College Career Connect • Relationships with external organizations & colleges 7. Affinity Groups: Provide support for affinity groups and include them, as appropriate, when requesting feedback from constituency groups C. Post-Hiring Strategies (10') 1. Conduct campus EEO & Diversity climate surveys & use this information. (53024.1(a)) – Joyce Lui, Ryan Brown, and/or Jeremy Brown presenting questions 2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))
4:05	EEO Fund Update & Budgeting
4:10	EEO & Diversity Workshops and Events:
4:15	Adjournment Next meeting(s): 5/18/2026 (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).

Committee Members & Regular Participants (to be updated)
(Constituency Representatives are included to keep informed and/or until an
appointment is made)

EVC Student Trustee **Ariana Estrada**
EVC ASG President **Silvano Navarro**
SJCC Student Trustee **Omarion Young**
SJCC ASG President **Hazel Tran**
Rene Alvarez (SJCC DAC Chair)
SJCC Student Development Director **Blake Balajadia**
EVC Student Development Director **Sean Dickerson**
Josie Aguirre (EVC Classified Senate President)
Henry Estrada (EVC Academic Senate President)
Mark Branom (SJCC Academic Senate President)
Yesenia Ramirez (SJCC Classified Senate President)
Cristina Leal / Sydney Sukuta / Sylvia Min (Faculty)
Julinda LeDee
Dillan Ortiz
Bianca Lopez
Vicki Brewster (Classified Senate Employee Association President)
Jessica Breheny (Faculty Association President)
Ebonnie Berry (MSC President)
Elvira Valderrama-Rodriguez (HR Director)
Co-Chair **Dio Shipp** (Vice Chancellor of HR)
Co-Chair **Sam Ho** (Diversity Director)

***EEO & Diversity Event Calendar Planning for FY 2025-2026**

Mo.	No.	Events	Topic & Presenter	Date/Time	Lead Person
Sept.		Latinx Heritage Month (September 15 – October 15)			
		<i>Native American Day (September 25, 2026 – California)</i>			
Oct					
		Filipino/Filipinx American History Month			
		(Dis)Ability/Accessibility Awareness Month			
		LGBTQ+ History Month / National Coming-Out Day			
Nov					
		Native American Heritage Month			
		Sikh American Awareness and Appreciation Month			
		<i>St. Andrew's Day (November 30, 2026)</i>			
Dec		SJECCD Annual Diversity & Equity Awards Program			
Jan					
		Reverend Dr. Martin Luther King Jr. Day (Monday, January 18, 2027)			
		<i>Tet/Lunar New Year (Saturday, February 6, 2027)</i>			
Feb					
		Black/African American History Month			
Mar					
		Women's History/Herstory Month			
		<i>St. Patrick's Day (Wednesday, March 17, 2027)</i>			
		<i>Nowruz (Persian New Year –Sat., March 20, 2027)</i>			
		<i>Farmworkers Day (March 31, 2027. SJECCD Holiday?)</i>			
Apr					
		Middle Eastern American Heritage Month			
		<i>Cambodian New Year (April 14, 2026)</i>			
		<i>Native American Day SJECCD (April 2, 2026)</i>			
		<i>Neurodiversity Autism Awareness Month</i>			
May					
		Asian Pacific American Heritage Month			
		<i>Cinco de Mayo (May 5, 2026)</i>			
Jun					
		LGBTQ+ Pride Month			
		<i>Caribbean-American Heritage Month</i>			
		<i>Juneteenth (June 19, 2026)</i>			
Jul					
		USA Independence Day (July 4, 2026)			