

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

AGENDA

MEETING/WORKING SESSION

Monday, November 17, 2025

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 September 15, 2025 & October 20, 2025 Meetings/Working Sessions for approval  EEO.MINUTES for DistrictwideEEO-Div  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)) 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. 4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR. 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 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 climate surveys & use this information. (53024.1(a)) 2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))
4:05	EEO Fund Update & Budgeting
4:10	EEO & Diversity Events
4:15	Adjournment Next meeting(s): 12/15/2025 (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
 SJCC Student Trustee **Olivia Gomez-Madrid**
 SJCC ASG President **Hazel Tran**
 EVC ASG President **Silvano Navarro**
Rene Alvarez (SJCC DAC Chair)/Former Chair **Moni Dickerson**
Blake Balajadia
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
Bianca Lopez
Sylvia Min
Vicki Brewster (Classified Senate Employee Association)
Jessica Breheny (Faculty Association President)
Ebonnie Berry (MSC President)
Elvira Valderrama-Rodriguez
 Co-Chair **Dio Shipp** (Vice Chancellor of HR)
 Co-Chair **Sam Ho** (Diversity Director)

***EEO & Diversity Event Calendar Planning for FY 2024-2025**

Mo.	No.	Events	Topic & Presenter	Date/Time	Lead Person
Sept.		Latinx Heritage Month (September 15 – October 15)			
		<i>Native American Day (September 26, 2025 – 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, 2025)</i>			
Dec		SJECCD Annual Diversity & Equity Awards Program			
Jan					
		Reverend Dr. Martin Luther King Jr. Day (Monday, January 19, 2026)			
		<i>Tet/Lunar New Year (Tuesday, February 17, 2026)</i>			
Feb					
		Black/African American History Month			
Mar					
		Women's History/Herstory Month			
		<i>St. Patrick's Day (March 17, 2026)</i>			
		<i>Norooz (Persian New Year –Thurs., March 20, 2026)</i>			
		<i>Cesar Chavez Day (March 31, 2026. SJECCD Holiday, Friday, April 3, 2026)</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>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)			