

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

AGENDA MEETING/WORKING SESSION

Monday, December 15, 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	Action: Minutes of November 17, 2025 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 A1A.2. Friday, April 24, 2026 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 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. 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 Workshops and Events**

- **PDD Breakout Session: Friday, January 23, 2026**

4:15 **Adjournment**

Next meeting(s): 2/16/2026; 3/16/2026; 4/20/2026; 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
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
Dillan Ortiz
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 2025-2026

Mo.	No.	Events	Topic & Presenter	Date/Time	Lead Person
<i>Sept.</i>		Latinx Heritage Month (September 15 – October 15)			
		<i>Native American Day (September 25, 2026 – California)</i>			
<i>Oct</i>					
		Filipino/Filipinx American History Month			
		(Dis)Ability/Accessibility Awareness Month			
		LGBTQ+ History Month / National Coming-Out Day			
<i>Nov</i>					
		Native American Heritage Month			
		Sikh American Awareness and Appreciation Month			
		<i>St. Andrew's Day (November 30, 2026)</i>			
<i>Dec</i>		SJECCD Annual Diversity & Equity Awards Program			
<i>Jan</i>					
		Reverend Dr. Martin Luther King Jr. Day (Monday, January 19, 2026)			
		<i>Tet/Lunar New Year (Tuesday, February 17, 2026)</i>			
<i>Feb</i>					
		Black/African American History Month			
<i>Mar</i>					
		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>			
<i>Apr</i>					
		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>			
<i>May</i>					
		Asian Pacific American Heritage Month			
		<i>Cinco de Mayo (May 5, 2026)</i>			
<i>Jun</i>					
		LGBTQ+ Pride Month			
		<i>Caribbean-American Heritage Month</i>			
		<i>Juneteenth (June 19, 2026)</i>			
<i>Jul</i>					
		<i>USA Independence Day (July 4, 2026)</i>			