

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') <ol style="list-style-type: none">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, 2026Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR.

	<p>B. Hiring Strategies (15')</p> <ol style="list-style-type: none"> 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: <ul style="list-style-type: none"> • 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 <p>C. Post-Hiring Strategies (10')</p> <ol style="list-style-type: none"> 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	<p>EEO & Diversity Workshops and Events</p> <ul style="list-style-type: none"> • PDD Breakout Session: Friday, January 23, 2026
4:15	<p>Adjournment</p> <p>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).</p>

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)
Yessenia 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
Sept.		Latinx Heritage Month (<i>September 15 – October 15</i>)			
		<i>Native American Day (September 25, 2026 – California)</i>			
Oct					
		Filipino/Filipinx American History Month			
		(Dis)Ability/Accessibility Awareness Month			
		LGBTQ+ History Month / <i>National Coming-Out Day</i>			
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 (<i>Monday, January 19, 2026</i>)			
		<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 (<i>July 4, 2026</i>)			