

# EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

## AGENDA

### MEETING/WORKING SESSION


Monday, March 16, 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	<b>Introductions &amp; Check-In</b>
3:20	<p><b>Action: Minutes of February 23, 2026 Meetings/Working Session for approval</b></p> <p style="text-align: center;"> EEO.MINUTES for DistrictwideEEO-Div</p>
3:25	<p><b>EEO &amp; Diversity Plan Implementation Review and Recommendations</b></p> <p><b>A. Pre-Hiring Strategies (15')</b></p> <ol style="list-style-type: none"><li>1. Provide training to employees, students &amp; 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 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</li><li>2. Convey in publications and website the district's commitment to diversity &amp; EEO. (53024.1(j))</li><li>3. Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.</li><li>4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR.</li></ol>

	<p><b>B. Hiring Strategies (15')</b></p> <ol style="list-style-type: none"> <li>1. Consistent and ongoing training for hiring committees. * (53024.1(c)) *Cross reference EEO Plan Component 8.</li> <li>2. Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))</li> <li>3. Assess "sensitivity to diversity" of all applicants. (53024.1(l))</li> <li>4. Dedication of specified staff to EEO.</li> <li>5. Focused outreach and publications.</li> <li>6. Recruitment efforts and strategies such as: <ul style="list-style-type: none"> <li>• Use of demographic data</li> <li>• Job Fairs</li> <li>• Community College Career Connect</li> <li>• Relationships with external organizations &amp; colleges</li> </ul> </li> <li>7. Affinity Groups: Provide support for affinity groups and include them, as appropriate, when requesting feedback from constituency groups</li> </ol> <p><b>C. Post-Hiring Strategies (10')</b></p> <ol style="list-style-type: none"> <li>1. Conduct campus EEO &amp; Diversity climate surveys &amp; use this information. (53024.1(a))</li> <li>2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))</li> </ol>
4:05	<b>EEO Fund Update &amp; Budgeting</b>
4:10	<p><b>EEO &amp; Diversity Workshops and Events:</b></p> <ol style="list-style-type: none"> <li>1. SJCC PDD March 20, 2026 Workshop, 10:00 AM: EEO &amp; Diversity Advisory Committee Panel presentation. Topic: How to Improve Your Working and Learning Environment - Quality of Life through EEO and Diversity Actions.</li> </ol>
4:15	<p><b>Adjournment</b></p> <p><b>Next meeting(s): 4/20/2026; 5/18/2026 (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).</b></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)  
**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)  
**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**

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