


EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MEETING MINUTES

September 25, 2023

2:00-3:15 PM

No.	Topics
1	Introductions & Check-In Present: Sam Ho, Julinda LeDee, Elvira Valderrama-Rodriguez, Arturo Ocampo, Shairon Zingsheim, Raniyah Johnson, Tina Xiao
2	Action: Minutes of August 28, 2023 meeting for approval  EEO.Diversity_MINU TES_AdvisoryCommitt Moted by Elvira. Seconded by Raniyah. Unanimously approved
3	EEO & Diversity Plan Updates: Sam: met with EVC Classified Senate on September 8 and SJCC Academic Senate on September 19 to go over the EEO & Diversity Plan updated revisions and invited input by September 30. Arturo: Reviewed Plan Components 10, 11, 12 and 13 and discussed questions regarding: <ul style="list-style-type: none">• Use actual percentage (e.g., .4 percent) rather than rounding for Native American demographic since it's less than 1 percent, so that it's not understood as 0 percent.• Consider how to address the "Other" or "Mixed Races" categories. U.S. Census generally presents the five major groups (African Americans/Black, Caucasian/White, Asian, Hispanic, and Native American).• Not only look at the demographic representation but also "critical mass" representation in the workforce and applicant pools in terms of percentages when comparing to student populations (District's projected representation when comparing with the workforce, applicant and new hire demographics).

- Arturo will meet via Zoom with the District Council at 3:30 PM this Thursday, September 28 to provide an overview and address any questions.

Please see SharePoint links to three documents emailed from Sam Ho to AllDistrict on August 22, 2023 for PPT and the following two Word documents.



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EEO.DiversityPlan_a

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Adjournment & Next Meetings:

Last Monday of each Month during Semester: October 30, November 27