






EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MEETING MINUTES

April 29, 2024

2:00-3:15 PM

Zoom: <https://sjeccd-edu.zoom.us/j/83494229037>

Item	Topics
1	<p>Introductions & Check-In</p> <p>Present: Sam Ho, Victoria Simmons, Bianca Lopez, Rene Alvarez, Arturo Ocampo, Raniyah Johnson</p>
2	<p>Minutes of March 18, 2024</p> <p>Unanimously approved.</p>
3	<p>EEO & Diversity Plan Final Draft</p> <p>The committee went over the EEO Final Plan Draft and Component 13 – Attachment A; in particular, the highlighted language incorporating minor recommendations from the State Chancellor’s office via the CCCC Feedback Form, including:</p> <ol style="list-style-type: none"> 1. Component 8 (page 14): Added a statement that “screening committees will receive a refresher summary of the trainings to ensure information is fresh for members,” and add the third “0” (typo) to become Section 53000 (not 5300). 2. Attachment A – Strategy (page 5): Added the section on “Increase Recruitment Outreach addressing underrepresentation analysis such as Latinx faculty recruitment and other underrepresented groups through focused engagement with graduate schools.” 3. A question was raised by Raniyah about the need to have language related to support for “affinity groups.” Sam will work with Arturo to incorporate this language and will have the Committee reconvened on the following date, April 30, to review. <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="text-align: center;">  SJECCD EEO-DIVERSITY PLAN </div> <div style="text-align: center;">  San Jose Evergreen CCD EEO Plan Feedt </div> <div style="text-align: center;">  SJECCD_EEO-DIVER SITY-PLAN.appendix </div> <div style="text-align: center;">  SJECCD EEO.DIVERSITY PLAN </div> <div style="text-align: center;">  Summary of CCCC Feedback Form for S </div> </div>

4 EEO Annual Certification

Interim Vice Chancellor of HR Victoria Simmons reviewed the draft of the EEO Annual Certification Form that will need to be on the Board agenda for first reading on May 14 and final adoption on June 11, 2024.

A request was made to respond to two questions, immediately following the section on fund expenses amounts and fund balance on the Certification Form, for the reason for unexpended fund and anticipated plan for expending the remaining fund, which will be reviewed and if possible approved at the next day’s (April 30) follow-up meeting.



SJECCD EEO Annual Certification Form 21



SJECCD EEO Annual Certification 2024 p

5 2023-2024 Diversity & Equity Award Recommendations

- A. Bridge to Equity Award**
- B. Community Engagement Award**
- C. LGBTQ+ Inclusion Award**
- D. Accessibility and Disability Inclusion Award**

The Nomination Flyer: [SJECCD 2023-24 Diversity Equity Award Nomination.pdf](#)

The submitted nominations:

Link to: [DIVERSITY AND EQUITY AWARDS 2023-2024 NOMINATIONS.](#)

[DIVERSITY AND EQUITY AWARDS 2023-2024 NOMINEES - OneDrive \(sharepoint.com\)](#)

Attached are the scoring rubrics as emailed on April 23:



Bridge To Equity Scoring Sheet 2023-



Community Engagement Scoring



Disability Inclusion Award Scoring Shee



LGBTQ+ Scoring Sheet 2023-2024.do

Results:

Following are the agreed upon recommended awardees for the 2023-2024 Diversity & Equity Awards:

- A. Bridge to Equity Awards**
 1. Julinda LeDee
 2. Jennifer Tran

The other seven (7) nominees, out of nine (9) nominees, were great but the descriptions for their nominations were job-related to their positions’ roles and responsibilities.

	<p>B. <u>Community Engagement Awards</u></p> <ol style="list-style-type: none"> 1. Pedro Pallares 2. Toni Vanwinkle <p>The other three (3) nominees, out of five (5) nominees, were great but they are <u>not eligible</u> for this award category because they are SJECCD employees.</p> <p>According to the flyer/announcement, this is “an award for a community business, agency, or partner who has intentionally provided resources and support to the campus in sustaining the College’s mission, vision, and values related to diversity, inclusion, and equity.”</p> <p>C. <u>LGBTQ+ Inclusion Award</u>: No nomination.</p> <p>D. <u>Accessibility and Disability Inclusion Award</u>: No nomination.</p>
<p>6</p>	<p>EEO & Diversity Events for 2024: No discussion</p>
<p>7</p>	<p>Adjournment & Next Meetings:</p> <p>Last Monday of each Month during Semester: May 20 (Since May 27 is Memorial Day)</p>