








EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MEETING MINUTES

March 18, 2024

2:00-3:02 PM

Item	Topics
1	<p>Introductions & Check-In: Present: Sam Ho, Julinda LeDee, and Bianca Lopez</p>
2	<p>Action: Approved Minutes of February 26, 2024 meeting for approval (Motioned by Julinda. Seconded by Bianca. Unanimously Approved)</p> <div style="text-align: center;">  <p>EEO-DiversityDISTRI CTWIDEAdvisoryCor</p> </div>
3	<p>EEO & Diversity Plan as Submitted to State Chancellor Office & State Chancellor’s Feedback Form: Review and discussion. Attachment C, which was emailed to the CCCCO EEO Office on November 1, 2023 is added.</p> <div style="display: flex; justify-content: space-around; align-items: center; margin-bottom: 10px;"> <div style="text-align: center;">  SJECCD EEO-DIVERSITY PLAN </div> <div style="text-align: center;">  SJECCD_EEO-DIVER SITY-PLAN.appendix </div> <div style="text-align: center;">  San Jose Evergreen CCD EEO Plan Feedt </div> <div style="text-align: center;">  Summary of CCCCO Feedback Form for S </div> <div style="text-align: center;">  SJECCD EEO.DIVERSITY PLAN </div> </div> <p>Sam went over each of the EEO & Diversity Plan’s 15-Components as stated in the full Feedback Form received from the State Chancellor’s Office.</p> <p>Of the 15 Plan Components, including the three levels of hiring strategies (pre-hiring, hiring, and post-hiring strategies), all Components received a “Satisfactory, No Feedback” result.</p> <p>Only Component 8 has a “minimal feedback” that is not substantial in which states, <i>“District may want to consider providing a refresher summary of the trainings at the beginning of each recruitment to ensure information is fresh for members.”</i></p> <p>The other minimal feedback for Component 12 states, <i>“Component is very thorough, excellent. District may want to consider moving some of the strategies in Component 12 to Component 13.”</i></p> <p>Overall, SJECCD’s EEO & Diversity Plan draft received <i>“thorough, excellent, satisfactory, and detailed”</i> feedbacks from the State Chancellor’s Office Review Team.</p> <p>Feedbacks from the Review team will be incorporated as appropriate into the EEO & Diversity Plan. After that, the EEO & Diversity Plan as updated will be presented to the full Board as soon as possible.</p>

	<p>While the EEO & Diversity Advisory Committee and individual contributors to this Plan draft should be commended for the fact that the State Chancellor’s Office of EEO review team did not identify any Components needing extensive feedback that requires substantial changes to the Plan draft, and that the SJECCD EEO & Diversity Advisory Committee did a great job putting this updated EEO & Diversity Plan draft together, further needed discussion and solutions are also needed at the local departmental levels for not only the quantitative data but also the qualitative data to reflect and enhance the effectiveness of the District’s values of Opportunity, Equity, and Social Justice.</p> <p>It is also important for this Committee to be aware of the needs and issues related to EEO and diversity within the District, and meaningfully assists in developing and implementing the EEO & Diversity Plan as required by Title 5, Section 53000. One of the areas needing attention is how complaints related to discrimination and harassment are fully addressed, reported and followed up.</p> <p>Going forward, the SJECCD EEO & Diversity Committee has a key role in ensuring the successful implementation of the Plan.</p>
<p>4</p>	<p>2023-2024 Diversity & Equity Award Announcement</p> <ul style="list-style-type: none"> A. Bridge to Equity Award B. Community Engagement Award C. LGBTQ+ Inclusion Award D. Accessibility and Disability Inclusion Award <p>Please check your Inbox for the announcement that was sent from SJECCD Chancellor’s Office (ChancellorsOffice@sjeccd.edu) on March 6, 2024</p> <p>The Nomination Flyer: SJECCD 2023-24 Diversity Equity Award Nomination.pdf</p> <div style="text-align: center;">  SJECCD 2023-24_Diversity_Ec </div> <p>The nomination form is available here: tinyurl.com/diversityawards2024</p>
<p>5</p>	<p>EEO & Diversity Events for 2024 (deferred to next meeting)</p>
<p>3:02 PM</p>	<p>Adjournment & Next Meetings:</p> <p>Last Monday of each Month during Semester: April 29</p>