



EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MEETING MINUTES

October 30, 2023

2:00-3:02 PM

Items	Topics
1	Introductions & Check-In Mary Hernandez, Katie Riggs, Julinda LeDee, Rene Alvarez, Elvira Valderrama-Rodriguez, Sam Ho
2	Action: Approved Minutes of September 25, 2023 meeting (Motioned to approve by Elvira. Seconded by Julinda. Unanimously approved.
3	Policy & Procedure Anti-Racism Review Project – Garcia, Hernandez, Sawhney, LLC. Presenters include: Mary Hernandez and Katie Riggs, from GHS. Discussion: Mary Hernandez: <ul style="list-style-type: none">• Conducting a comprehensive review of SJECCD’s policies and procedures through a legal and equity lens.• Report to be done in March or June, 2024.• Starting the work by meeting with various groups to see data for determining where is needed for a “deeper dive” and any legal impediment.• Sam: showed District’s website, BoardDocs where SJECCD’s policies & procedures are located.• Looking at a couple of places within each of the seven Chapters for policies to assess any impacts on students of color.• Had a meeting with the District’s Council and Chancellor’s Cabinet, and a few trustees. Rene: Reviewed policies, can meet with Rene separately for SJCC policies. At SJECCD’s DEIAA, we added “anti-racism.” Rene is overseeing SJCC’s student equity and anti-racism. Elvira: Continue to work and change including adding DEIAA into the contract and evaluation process, professional development, plans and implementation, training on DEIAA.

	<p>Julinda: would like for us to be more intentional about our hiring practices including conducting headcounts in our department and ensuring there are African American / Blacks at SJCC's departments such as Counseling, A & R, Financial Aid so our students can identify.</p>
<p>4</p>	<p>EEO & Diversity Plan as Submitted to State Chancellor Office: Review and discussion</p> <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  SJECCD EEO-DIVERSITY PLAN </div> <div style="text-align: center;">  SJECCD_EEO-DIVER SITY-PLAN.appendix </div> </div> <p>Sam: went over the EEO Plan Work plan as submitted to the State's Chancellor's office in early October, events and months SJECCD celebrate to honor various cultures, heritages, and histories of the diverse District's diversity.</p> <p>Rene: the new chair of SJCC's EEO & Advisory Committee is Vice President Moni Dickerson, working with Dean Rene Alvarez.</p> <p>Julinda: would be nice if some of the District employees can come on to the campus to see how we celebrate, craft, shared luncheon, and build relationship between District and Campus employees.</p> <p>Elvira: would need the campus to include the District in their invitation for events at the campus.</p> <p>Mary: the EEO & Diversity Plan has specifics that are very helpful for employees.</p> <p>Katie: good to see the District's dedication to specifics of the work plan, not general statements,</p> <p>Sam: SJECCD's EEO & Diversity Plan and associated procedures are posted on the District's website (www.tinlanhhaingoai.net).</p>
<p>5</p>	<p>Adjournment & Next Meetings: Last Monday of each Month during Semester: November 27</p>