

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES

MEETING/WORKING SESSION



Monday, March 31, 2025


3:30 PM to 4:30 PM (could extend up to 5:00 PM as needed)





LOCATION: Zoom

Zoom Link: <https://sjeccd-edu.zoom.us/j/89631414171>

Meeting ID: 896 3141 4171

Item	Topics
1	Introductions & Check-In <u>Present:</u> Bianca Lopez, Henry Estrada, Elvira Valderrama-Rodriguez, Sidney Sukuta, Dio Shipp, Heidi Kozlowski, Sylvia Min, Moni Dickerson, Sam Ho
2	<u>Action 1:</u> Approval of Minutes of February 24, 2025 Meeting/Working Session. Motioned to approve by Henry Estrada. Seconded by Elvira Valderrama-Rodriguez. Motioned unanimously approved (9 Y/0 N /0 abstention).  EEO.MINUTES for DistrictwideEEO-Div
3	<u>Action 2:</u> Reviewed and Revised Board Resolution 040825-03 Affirming Commitment to Student Success for Black Students. To be submitted to the Chancellor’s Cabinet for final review and revisions before submitting for Board approval at the April 8, 2025 Board meeting. Moved by Bianca Lopez to approve as Committee revised. Seconded by Sidney Sukuta. Motion unanimously approved (9/0/0).  A- Resolution 040825-03 Affirming

<p>4</p>	<p>Action 3: Reviewed and Revised Board Resolution 040825-02 Celebrating Asian American Native Hawaiian and Pacific Islander Heritage Month. To be submitted to the Chancellor’s Cabinet for final review and revisions before submitting for Board approval at the April 8, 2025 Board meeting.</p> <p>Recommended to add Asian population percentages for Santa Clara County and San Jose City.</p> <p>Moved by Moni Dickerson to approve with population percentages added. Seconded by Henry Estrada. Motion unanimously approved (9/0/0).</p> <div style="text-align: center;">  A-1 Asian American Native Hawaiian anc </div>
<p>5</p>	<p>Action 4: Sylvia Min is considering possible collaboration with San Jose City College to submit a proposal to the American Association of University Women (AAUW), an organization dedicated to advancing gender equity for women and girls through research, education, and advocacy.</p> <p>Recommendation was made for Sylvia Min to contact SJCC’s Rene Alvarez and Academic Senate for their considerations.</p> <p>Motioned by Sam Ho to approve the recommendation supporting Sylvia’s effort of contacting SJCC and submitting a proposal re-establishing institutional partnerships with the National AAUW. Seconded by Moni Dickerson. Motion unanimously approved (9/0/0).</p>
<p>6</p>	<p>EEO & Diversity Plan Implementation Review and Recommendations:</p> <p>Sam Ho will be scheduling with Constituency Groups to provide updates of the EEO & Diversity Plan Implementation. Heidi mentioned that SJCC’s Academic Senate will have the first meeting for information and, if needed, take action for approval at the following meeting.</p> <ul style="list-style-type: none"> A. Pre-Hiring Strategies B. Hiring Strategies <ul style="list-style-type: none"> B.1 Section: Training for hiring committees <ul style="list-style-type: none"> B.1.1: Develop process for appointing EEO/Equity Representative to screening/hiring committees.

	<p>B.1.2: Update screening committee training including “Equity” and “Sensitivity.”</p> <p>B.1.3: Develop training for EEO/Equity reps and hiring Managers.</p> <p></p> <p>Screening Committee EEO Reps2024Oct28</p> <p>C. Post-Hiring Strategies</p> <p>C.1 Section: EEO & Diversity Climate Survey (Draft2)</p> <p></p> <p>SJECCD EEO & Diversity Survey Que</p> <p>D. Assessment Tools for Training Workshops and Quarterly Plan Monitoring</p> <p> Educational Training Workshop</p> <p> EEO.Diversity Plan Implementation Que</p>
<p>7</p>	<p>EEO Fund Update & Budgeting</p> <p>Will be updated at the next meeting by HR. Bianca Lopez can check with HR for any information relating to the EEO Fund.</p>
<p>8</p>	<p>EEO & Diversity Events</p> <p>Heidi Kozlowski recommended contacting Osuka at SJCC, as needed, regarding the newly established Anti-Racism Committee.</p>
<p>9</p>	<p>Adjournment: 4:46 PM</p> <p>Next meeting(s): April 28, 2025 (Last Monday of each month plus additional meetings as needed).</p>