

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES

MEETING/WORKING SESSION

Monday, October 20, 2025

3:15 PM to 4:45 PM

LOCATION: Zoom

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

Meeting ID: 896 3141 4171

Item	Description
1	Introductions & Check-In Present: Henry Estrada, Vinicio Lopez, Ariana Estrada, Sylvia Min, Sam Ho
2	Action: Minutes of September 15, 2025 Meeting/Working Session for approval (Pending until next meeting)  EEO.MINUTES for DistrictwideEEO-Div
3	EEO & Diversity Plan Implementation Review and Recommendations Update: A. Pre-Hiring Strategies (15') 1. Provide training to employees, students & trustees. (53024.1(d)) Attorney Laura Schulkind had a Zoom meeting with Vice Chancellor-HR Dio Shipp, Director-HR Elvira Valderrama-Rodriguez, and Committee Co-Chair Sam Ho concerning DEIAA training and EEO training for SJECCD employees and leaders during the upcoming semester(s). It is anticipated that these trainings will take place during plenary sessions or breakout sessions at the upcoming Friday, January 23, 2026 PDD and Friday, March 20, 2026 PDD, and at various times during the spring 2026 semester.

It was suggested that these trainings will also focus on marginalized groups including women, veterans, people with disabilities, etc.

EVC Diversity Action Council meets on the third Monday of each month from 1:30 PM to 2:30 PM per President Vinicio Lopez. Survey will be done to identify what types of training will be needed, and will be having both internal and external experts to conduct the trainings. Topics could include critical race theory. Participants include members representing constituency groups and 9 divisions. Each division will have one vote. Need to have standards including knowledge for who would be appropriate to serve on the DAC, and how that representative will benefit the Committee's diverse perspectives.

2. Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))
3. Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.

Goals intersect with the institution and Diversity Action Council, Guided Pathway...

4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR (under-representation).

B. Hiring Strategies (15')

1. Consistent and ongoing training for hiring committees. * (53024.1(c)) *Cross reference EEO Plan Component 8.
2. Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))
3. Assess "sensitivity to diversity" of all applicants. (53024.1(l))
4. Dedication of specified staff to EEO.
5. Focused outreach and publications.
6. Recruitment efforts and strategies such as:
 - Use of demographic data
 - Job Fairs
 - Community College Career Connect
 - Relationships with external organizations & colleges
7. Affinity Groups: Provide support for affinity groups and include them, as appropriate, when requesting feedback from constituency groups.

Reach out and support affinity groups and have their voice heard.

	C. Post-Hiring Strategies (10') 1. Conduct campus climate surveys & use this information. (53024.1(a)) 2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e)) On mentoring program, President Vinicio Lopez will draft a mentoring program model for this EEO & Diversity Advisory Committee's review and input. Each constituency group will have a role in structuring a mentoring program most appropriate for their members.
4	EEO Fund Update & Budgeting: No update.
5	EEO & Diversity Events: No update
6	Adjournment: 4:45 PM Next meeting(s): 11/17; 12/15/2025 (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).