

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES

MEETING/WORKING SESSION

Monday, September 15, 2025

3:15 PM to 4:40 PM

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> Ariana Estrada, Bianca Lopez, Henry Estrada, Mark Branom, Elvira Valderrama-Rodriguez, Blake Balajadia, Sylvia Min, Sam Ho
2	<u>Action:</u> Approved Minutes of May 19, 2025 Meeting/Working Session (Motioned by Henry, Seconded by Elvira. All approved (abstained by Mark and Ariana due to not being at the May 19 meeting).
3	EEO & Diversity Plan Implementation Review and Recommendations How does federal administration's policy regarding DEI-related programs affect SJECCD's funding, and if any loss how can we have private companies help recoup? SJECCD's full commitment for DEI-related programs remain the same to serve our diverse populations. HR will determine how EEO Fund will be used to address our EEO-related programs including DEI training and implementing EEO Plan Strategies. Additional funding is always needed to prevent fund from depleting. A. Pre-Hiring Strategies 1. Provide training to employees, students & trustees. (53024.1(d)) 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. 4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR. B. Hiring Strategies 1. Consistent and ongoing training for hiring committees.* (53024.1(c)) *Cross reference EEO Plan Component 8. (Process for associate faculty hiring is under department managers' purview, not HR's. Our process needs to prevent bias by

	ensuring consistency. Screening committee members receive training every two years. 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 C. Post-Hiring Strategies 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))
4	EEO Fund Update & Budgeting: Current balance is \$338K.
5	EEO & Diversity Events: Organizing individuals and groups for cultural/heritage/history month celebrations continue with great dedication and are very much appreciated.
6	Adjournment: 4:40 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).