

**EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)**

**MINUTES**

**MEETING/WORKING SESSION**


Monday, February 23, 2026

3:15 PM to 4:15 PM

LOCATION: Zoom

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

Meeting ID: 896 3141 4171

<b>Item</b>	<b>Topics</b>
1	<b>Introductions &amp; Check-In</b>  <b>Present: Henry Estrada, Dio Shipp, Elvira Valderrama-Rodriguez, Sylvia Min, Sean Dickerson, Mark Branom, Ariana Estrada, and Sam Ho</b>
2	<b>Action: Approval of Minutes of December 15, 2025 Meetings/Working Session</b> (Moted by Henry. Seconded by Sean. Motion approved (Abstained by Sylvia and Mark due to not being present at the December 15 meeting)   EEO.MINUTES-forDi strictwideEEO-Diver:
3	<b>EEO &amp; Diversity Plan Implementation Review and Recommendations</b>  Looked over:  <b>A. Pre-Hiring Strategies (15')</b> 1. Provide training to employees, students & trustees. (53024.1(d))  <u>A1A. Identified dates (Fridays) for DEIAA Training:</u>  DEIAA Full-day Training sessions are scheduled for: A1A.1. Friday, February 27, 2026 (Sam: To be rescheduled for preparation). A1A.2. Friday, April 24, 2026 A1A.3. Friday, September 25, 2026 A1A.4. Friday, November 6, 2026  <u>A1B. Identified dates (Fridays) for EEO Training:</u>  A1B.1. Friday, February 6, 2026 at EVC and SJCC & February 12, 2026 at DO A1B.2. Friday, March 6, 2026 (rescheduled to September 18) A1B.3. Friday, September 18, 2026 A1B.4. Friday, October 16, 2026

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.  
*Dio stated that HR is working with the office of Vice Chancellor of Education Jerry Brown to capture these data.*

**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)).  
*Dio: HR will be setting up this training for the Board.*
3. Assess "sensitivity to diversity" of all applicants. (53024.1(l))
4. Dedication of specified staff to EEO.  
*Dio: HR staff members are serving as EEO representatives serving on screening committees. Training was provided by Attorney Laura Schulkind of LCW on February 12 at the District Office. EEO representatives are now present at all first and second-level interviews.*
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 (10')**

1. **Conduct campus EEO & Diversity climate surveys** & use this information. (53024.1(a))
  - *Sam will reach out to VC Jeremy Brown's office for suggestions to rephrase the questions and types of responses (e.g., yes/no, quantitative survey scales (such as Likert scales, semantic differentials, and numeric rating scales) for data collection and analysis.*
  - *Combining questions 5 & 7. Required questions and optional questions.*
  - *Checking with AI to condense for optimal number of questions.*
  - *Timing: April, May or even next semester.*
2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))
  - *Follow up with EVC President Vinicio Lopez.*

	<p><b>D. Other:</b>  <i>Ariana: Attended conference in Washington D.C. a couple of weeks ago. Key issues include accessibility and affordability for Californians due to how expensive it is here.</i></p> <p><i>Accessibility to transportation affects students and their success. Any affordable housing advocacy would likely be first for students then for employees.</i></p>
4	<p><b>EEO Fund Update &amp; Budgeting</b></p> <p>Dio: EEO fund balance is approximately \$300K. EEO Fund allocation by the State for this year is \$160K. Will allocate 10 percent to each college for the college president to determine which campus activities to fund. District EEO fund is used for activities impacting the whole district.</p>
5	<p><b>EEO &amp; Diversity Workshops and Events:</b></p> <ol style="list-style-type: none"> <li>1. <b>THANKS</b> to Panel Members: <b>Ariana Estrada, Bianca Lopez, David Hendricks, Garry Johnson, Henry Estrada, Mark Bernbeck, Sean Dickerson, Sylvia Min, and EVC President Vinicio Lopez</b> for your excellent facilitation at EVC’s Friday, January 23, 2026 PDD’s Breakout Sessions.</li> <li>2. <b>Input</b> for the February 6, 2026 training sessions at EVC and SJCC on “Hiring the Best: Legal Requirements and Best Practices for Screening Committees”</li> </ol>
6	<p><b>Adjournment</b></p> <p><b>Next meeting(s): 3/16/2026; 4/20/2026; 5/18/2026</b> (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).</p>