

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES MEETING/WORKING SESSION

Monday, March 16, 2026

3:15 PM to 4:26 PM

LOCATION: Zoom

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

Meeting ID: 896 3141 4171

Item	Topics
1	Introductions & Check-In Present: Ariana Estrada, Sean Dickerson, Vinicio Lopez, Henry Estrada, Dillan Ortiz, David Hendricks, Sam Ho
2	Action: Approved minutes of February 23, 2026 Meetings/Working Session (Motion for approval as presented by Henry. Motion seconded by Sean. Motion unanimously approved (David abstained due not being at the meeting).  EEO.MINUTES for DistrictwideEEO-Div
3	EEO & Diversity Plan Implementation Review and Recommendations A. Pre-Hiring Strategies 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 (needed to reschedule) A1A.2. Friday, April 24, 2026 (no update from HR whether to schedule) 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 A1B.2. Friday, March 6, 2026 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)) – ongoing. 3. Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals. – Ongoing. 4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR. – Ongoing by HR. B. Hiring Strategies (15') 1. Consistent and ongoing training for hiring committees. * (53024.1(c)) *Cross reference EEO Plan Component 8. – Ongoing. 2. Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g)) – Ongoing. 3. Assess "sensitivity to diversity" of all applicants. (53024.1(l)) – Ongoing. 4. Dedication of specified staff to EEO. – HR Staff trained and have been attending screening committees' meetings. 5. Focused outreach and publications. – Ongoing. 6. Recruitment efforts and strategies such as: - Ongoing. • 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. -Committee members are main contacts for affinity groups. C. Post-Hiring Strategies (10') 1. Conduct campus EEO & Diversity climate surveys & use this information. (53024.1(a))- In progress. 2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e)) – In progress (PDD workshops at EVC on January 23 and at SJCC on March 20).
4	EEO Fund Update & Budgeting Sam reminded that each College receives approximately \$46,000 from the EEO Fund to support campus EEO & Diversity activities, under the purview of the college president. A question was asked if this fund can be used to pay for "outside sources"/ consultants, as needed, who may serve as EEO representatives for screening committees. HR Vice Chancellor who manages EEO fund would be the best person to respond to this question.
5	EEO & Diversity Workshops and Events: 1. <u>SJCC PDD March 20, 2026 Workshop, 10:30 AM</u>: EEO & Diversity Advisory Committee Panel presentation. Topic: How to Improve Your Working and Learning Environment - Quality of Life through EEO and Diversity Actions. Sam provided a quick review of the PPT slides for the workshop. Feedback was "good." No change recommendations. Sam invited committee members,

	especially at SJCC, to participate on the panel if they are available. Confirmed panelists so far include Student Trustee Ariana Estrada, SJCC Academic Senate President Mark Branom, and Classified Professional Julinda LeDee). Thanks to SJCC Academic Senate President Mark Branom for participating as a panel participant along with Advisory Committee Co-Chair Sam Ho. Ariana was ill and could not attend. Julinda could not attend. Others were invited but due to other obligations, could not participate. The workshop was interactive and well received. 2. EVC President Dr. Vinicio Lopez informed that the <u>EVC Diversity Action Council</u> (DAC) met this afternoon. The Council will develop a survey for EVC to prioritize types of needed events. May be two to four workshops will be planned for the following school year. 3. <u>EEO & Diversity Climate Survey</u>: Sam presented the six survey questions that were narrowed down from the original ten questions. No change recommendations. Sam will meet with IESS/Educational Services (Joyce Lui and Jeremy Brown) for their input.
5	Adjournment Next meeting(s): 4/20/2026; 5/18/2026 (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).