

# EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

## MINUTES MEETING/WORKING SESSION

Monday, December 15, 2025

3:15 PM to 4:19 PM

LOCATION: Zoom

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

Meeting ID: 896 3141 4171

Item	Topics
1	<b>Introductions &amp; Check-In</b>  <b>Present:</b> Sean Dickerson, Ariana Estrada, Henry Estrada, Sam Ho, Julinda LeDee, Dio Shipp, Elvira Valderrama-Rodriguez
2	<b>Action:</b> Approval of Minutes of November 17, 2025 Meetings/Working Session. Motioned by Henry. Seconded by Sean. Approved 6/0/0 – before Ariana joined the meeting.   EEO.MINUTES for DistrictwideEEO-Div
3	<b>EEO &amp; Diversity Plan Implementation Review and Recommendations</b>  <b>A. Pre-Hiring Strategies (15')</b> 1. Provide training to employees, students & trustees. (53024.1(d))  <u>A1A. DEIAA Training: Identified dates (Last Friday of the month):</u>  DEIAA half-day training sessions are scheduled for each College, two times each semester, as follows: A1A.1. Friday, February 27, 2026 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 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))
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 (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

## **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)).

### Notes:

- Mentoring:
  - Provide training for mentors on topics such as what does mentoring mean? Lack of training could cause more harm than good.
  - Create a list of people committed to mentoring.
  - Align with professional development goals.
  - Create mentoring program for leadership opportunities.
  - Do a survey to determine who are interested in mentoring.
  - Onboard new employees using experienced presenters. Should address what does faculty/employee need to know? Create training video and prepared information.
  - Has to be a program that is created.
  - Do not have people do different things at different time; not a shotgun approach.
  - Use AI resources in a way that fits our District better.
  - Check if mentoring a requirement within the contract? How is a person selected and what would be their role? For example, for faculty, the AFT.
  - Follow the SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) strategies as suggested by AI.

4	<p><b>EEO Fund Update &amp; Budgeting</b></p> <p>Vice Chancellor Dio Shipp mentioned that starting this semester, he will start allocating the EEO Fund locally to each College since he doesn't have enough time to respond to so many questions including who is going to monitor this fund.</p>
5	<p><b>EEO &amp; Diversity Workshops and Events</b></p> <ul style="list-style-type: none"> <li>• <b>PDD Breakout Session: Friday, January 23, 2026</b></li> </ul>
6	<p><b>Adjournment</b></p> <p><b>Next meeting(s): 2/16/2026; 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>