



EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MEETING MINUTES

May 20, 2024

2:00-2:59 PM

Invite Link: <https://sjeccd-edu.zoom.us/j/85936535597>

| Item | Topics |
|------|---|
| 1 | <p>Introductions & Check-In</p> <p>Present: Elvira Valderrama-Rodriguez, Arturo Ocampo, Sam Ho, Julinda LeDee, Raniyah Johnson, Bianca Lopez</p> <p>Congratulations to Julinda for being a recipient of the Bridge to Equity Award.</p> |
| 2 | <p>Action: Minutes of April 29 & April 30, 2024: Julinda moved to approve. Bianca seconded. Unanimously approved.</p> <p> </p> <p>EEO.DiversityAdvisoryCommitteeDistrict EEO.DiversityAdvisoryCommitteeDistrict</p> |
| 3 | <p>EEO & Diversity Plan Final Draft and State Chancellor’s Feedback Form:</p> <p>Posted on the May 14, 2024 SJECCD Board Agenda for First Reading.</p> <p>Sam went over topics of the 14 focus areas of the Strategies as stated in Component 13 (Attachment A) of the EEO & Diversity Plan.</p> <p>Sam will contact Academic Senates leaders to remind them that it is important to also have faculty attend all meetings so that all voices are heard as we begin implementing the EEO & Diversity Plan, expected to be adopted by the Board of Trustees at their June 11, 2024 meeting.</p> <p>Suggestions for implementation include:</p> <ul style="list-style-type: none">• Be intentional.• Help new employees including people of color feel more welcomed.• New Employee Orientation: generally focused on policies and procedures. Need more follow-up. Have constituency groups |

included in orientations. Some colleges have an all-day orientation. May have more campus specific orientations. Making connections.

- All constituency representatives are to regularly attend Committee's meetings or be off the Committee. ASG representatives will be available during the summer.
- Elvira will check with HR Vice Chancellor to see if hourly pays for faculty attendance can come from the EEO Fund. Per contract, faculty will be paid for their work during their off time.
- NCORE Conference would be a good resource.

Date and Time for the summer retreat to plan for the EEO & Diversity Plan implementation: Either Wednesday, July 17 or Friday, July 19 from 8:30 AM (Breakfast) to 2:00 PM (Lunch at 12:00). Will be confirmed.

Identify partners to collaborate during the implementation phase of the Plan (e.g., HR – Tina, etc.)

Next meeting to plan for the Retreat agenda: Monday, June 17, 2024, 10:00 AM to 11:00 AM



SJECCD
EEO-DIVERSITY PLAN



San Jose Evergreen
CCD EEO Plan Feedt



SJECCD_EEO-DIVER
SITY-PLAN.appendix



SJECCD
EEO.DIVERSITY PLAN



Summary of CCCC
Feedback Form for S

4

Adjournment & Next Meetings: Monday, June 17, 2024, 10:00 AM to 11:00 AM