

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES

MEETING/WORKING SESSION

Monday, May 18, 2026

3:15 PM to 3:45 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> Mark Branom, Ariana Estrada, David Hendricks, Sam Ho, Sylvia Min. Thanks, and congratulations to Student Trustee Ariana Estrada for being accepted to major universities including Stanford, UC Berkeley, UCLA. She chose UCLA. Thanks to Ariana's leadership and steadfast commitment for attending practically every Districtwide EEO & Diversity Advisory Committee meeting (which no student representative has ever been able to hold that record). David and attendees all acknowledged that Ariana is competent and knows what she is doing. Ariana thanks all for the support and help.
2	<u>Action:</u> Approved Minutes of April 20, 2026 Meetings/Working Session (Motion to approve by Sylvia. Motion seconded by Mark. Motion unanimously carried 5/0/0).
3	State Chancellor Office required all California Community College Districts to submit a new three-year EEO & Diversity Plan by November 30, 2026 Since SJECCD's Plan is in the middle of implementing second year activities, many activities are in progress and there will likely be minor changes to the current three-year Plan. If meetings are needed during the summer, Academic Senate President David Hendricks and District Academic Senate President Mark Branom said they will have available academic senate time to participate.

EEO & Diversity Plan Implementation Review and Recommendations

A. Pre-Hiring Strategies

1. Provide training to employees, students & trustees. (53024.1(d))

A1A. Identified dates (Fridays) for DEIAA Training:

DEIAA Full-day Training sessions are scheduled for:

- A1A.1. Friday, February 27, 2026 (needed to reschedule)
- A1A.2. Friday, April 24, 2026 (Pending HR confirmation with Attorney Laura Schulkind – trainer)
- A1A.3. Friday, September 25, 2026
- A1A.4. Friday, November 6, 2026

A1B. Identified dates (Fridays) for EEO Training:

- A1B.1. Friday, February 6, 2026 (Done)
- 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 (HR).
4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR (HR).

B. Hiring Strategies

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 (HR) 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. **Conducted campus EEO & Diversity Hiring/climate surveys** & use this information. (53024.1(a)) – Survey completed as of May 16, 2026. IESS is completing the survey report and will present to the committee and appropriate authorities.

	2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))
5	EEO Fund Update & Budgeting: No update
6	EEO & Diversity Workshops and Events: No update
7	Adjournment: 3:45 PM Next meeting(s): 2026 Sept. 21; Oct. 19; Nov. 16; Dec. 21 will be changed to December 14 due to classes are over (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).