

**Campus Equity and Diversity Committee (CEDC)
Group Minutes of December 2, 2019
9:00 a.m. – 10:30 a.m. Building 4, Room 2320**

Committee Members:

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|---|---|---|---|--|
| <input type="checkbox"/> Maria Davis, Faculty | <input type="checkbox"/> Kambiz Khoddam, Faculty | <input checked="" type="checkbox"/> Lizette Henderson (Notes) | <input checked="" type="checkbox"/> Antoine Thomas, Faculty (Co-Chair) | <input type="checkbox"/> Lorina Boon, Continuing Ed Rep |
| <input checked="" type="checkbox"/> Manoj Jayagoda, ACCESS | <input checked="" type="checkbox"/> Ryan Wilson, Designee (VP, HR) – Joanne Franco in leu of | <input type="checkbox"/> Aya Garawi, Student | <input checked="" type="checkbox"/> Rosa Asencio, Classified Rep (Co-chair) | <input checked="" type="checkbox"/> Sokha Song, Dir. EEO Programs & Title IX Coord. (Co-Chair) |
| <input checked="" type="checkbox"/> Michelle Sampat, Mgmt. Rep. | <input checked="" type="checkbox"/> Michelle Stewart-Thomas, Faculty | <input checked="" type="checkbox"/> Eric Kaljumagi, Faculty | <input type="checkbox"/> Johnny Jauregui, CSEA 651 Rep | <input checked="" type="checkbox"/> Marlene Espina, Classified Senate Rep |
| <input type="checkbox"/> Lucy DeLeon, Confidential Rep. | | <input type="checkbox"/> Melinda Bowen, Faculty | | <input type="checkbox"/> Joan Sholars, Faculty Association Rep |

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Welcome/Introductions	<ul style="list-style-type: none"> Meeting began at 9:20 am 	
2. Agenda Review	<ul style="list-style-type: none"> Revised as recommend. 	
3. Review Minutes from September 9	<ul style="list-style-type: none"> Minutes approved as amended. 	
4. Formation of Workgroups	<ul style="list-style-type: none"> Committee formed workgroups for the Faculty, Classified and Management Recruitment and Hiring APs. The workgroups are as follows; <ul style="list-style-type: none"> Rosa: AP 7122 Recruitment and Hiring – Management Sokha: AP 7121 Recruitment and Hiring – Classified Antoine: AP 7120 Recruitment and Hiring – Faculty Committee to develop AP for executive management and CEO/President recruitments 	<p><u>AP 7122 Workgroup:</u> Michelle Sampat, Michelle Stewart - Thomas, Marlene Espina, Lucy DeLeon.</p> <p><u>AP 7121 Workgroup:</u> Marlene Espina & Peter Lot-Gonzalez</p> <p><u>AP 7120 Workgroup:</u> Joan Scholars, Michelle Stewart-Thomas, Manoj Jayagoda</p>
5. EEO Demographic Reports (Joanne Franco)	<ul style="list-style-type: none"> Joanne provided an overview of the data. Demographics will be released to faculty hiring committees as needed. Committee discussed possibly making demographics of applicants' public information. 	

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ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
6. Open Session (open items)	<ul style="list-style-type: none">• Committee discussed lack of equity, CSEA representation, and how to address optional members to committees.• Discussion on whether committee members can give feedback on who can be added as optional members.• Executive management should have CSEA (651/262) representation and Confidential representation.• EEO & CSEA Reps cannot report directly to the hiring manager.• Sokha updated committee members on the new changes to discrimination complaints. Applicants now have up to 3 years to file a discrimination complaint after initial hiring.• Committee discussed challenges with CSEA participation in recruitments during certain times of the academic year. Some departments have challenges appointing CSEA members during peak semesters.• Committee discussed vacant seats and whether to eliminate current vacancies.• Sokha provide feedback current practice for management hiring (external and internal candidates)• Sokha discussed current challenges on reassigned time and how it is being assigned.	
7. Set Agenda for Next Meeting	<ul style="list-style-type: none">• Co-Chairs will meet to discuss agenda items	

Meeting ended at: 10:02 am