



Mt. San Antonio College
Campus Equity and Diversity Committee
(CEDC) Minutes from March 4, 2024

9:00 a.m. – 10:30 a.m.

Location: Zoom

Committee Members

X	Tika Davé-Harris, AVPHR (Tri-Chair)	X	Eric Kaljumagi, Faculty Association Rep	X	Emily Woolery, Faculty Association Rep
	VACANT, Academic Senate (Tri-Chair)	X	Candace Leuthold, Academic Senate	X	Esther Santiago, Committee Recorder
	Robin Cash, CSEA 262 Rep (Tri-Chair)		Robert Montoya, CSEA 651 Rep		Vacant, Academic Senate Rep
X	Stacy Bacigalupi, Academic Senate	X	Tami Pearson, Continuing Ed Rep		Vacant, Academic Senate Rep
X	LaToya Bass, Confidential Rep		Gizelle Ponzillo, CSEA 262 Rep		Vacant, Associated Students Rep
	Marisa Fierro, Management Rep		Lisa Rodriguez, Acting Director of POD (VPHR Designee)		Vacant, CSEA 651 Rep
X	Yvette Garcia, Classified Senate Rep		Michelle Sampat, Management Rep		
X	Manoj Jayagoda, ACCESS Rep	X	Dr. Mica Stewart, Academic Senate Rep		

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Committee Member Check-in		
2. Agenda Review	<ul style="list-style-type: none"> Agenda reviewed 	<ul style="list-style-type: none"> Motion to adopt the agenda by T. Davé-Harris, 2nd by T. Pearson. Agenda approved by acclamation.
3. Review Minutes from December 4, 2023 Meeting	<ul style="list-style-type: none"> DEISA+ vs DEISAA (Accessibility before anti-isms; does the plus represent more than the extra A) L. Bass: Middle Eastern/North African (MENA) not identified in both groups. The question was asked if this is something we need to address for applicants. <ul style="list-style-type: none"> Middle Eastern/North African are tracked for applicant pools and reported, but the results from current hires are not included. E. Kaljumagi stated that we should account/track for underrepresentation (UR) in that group. M. Stewart agrees with Eric. The question was asked whether we can retrieve the data for MENA applicants for our records. 	<ul style="list-style-type: none"> Motion to approve the minutes by L. Bass, 2nd by T. Davé-Harris. Minutes approved by acclamation. L. Bass to check on internal data with Senior Director, Labor Relations and Employee Services Alexis Carter.
4. EEO Plan Update and Next Steps	<ul style="list-style-type: none"> L. Bass projected EEO Plan data titled, 'Employee Race/Ethnicity UR Analysis Projected Group – Students' and discussed upward trends in Asian and Hispanic/Latino groups before posing question to committee which was whether the methods we 	<ul style="list-style-type: none"> M. Stewart motioned for committee to find more information and work together so that it does not all fall on the data analyst (LaToya), L. Bass 2nd the motion.

	<p>currently have in place are sufficient to address the UR.</p> <ul style="list-style-type: none">○ E. Kaljumagi mentioned student population is increasing so we should continue maximizing efforts. E. Woolery and M. Stewart agreed.○ M. Stewart asked for clarification regarding if there are additional efforts to be made.○ L. Bass clarified we may need to go through current methods to analyze if what we're currently doing may not be working which may be the reason for the UR.○ E. Kaljumagi shared to segregate by gender, gave example of shortage in Latino vs Latina, and stated we need to take action. It was stated to have additional review of hiring pools and expand deadline when pool doesn't address the UR. It was stated there is clearly inequity amongst employees and that ways to make progress as intended should be identified.○ E. Woolery asked if these are current processes or only implemented when there is a shortage. L. Bass responded and shared it is implemented when there is a need.○ E. Woolery asked if there are forthcoming hiring processes to address the recommended steps in the EEO Plan.<ul style="list-style-type: none">○ L. Bass explained the committee can determine what changes to make in recruitment and take to PAC with any AP changes or recommendations. Chairs T. Davé-Harris and R. Cash to determine how the UR tasks can be distributed.● T. Davé-Harris provided updates to committee on steps that are currently taking place:<ul style="list-style-type: none">○ Evaluate candidate pools' requirements that may not be job-related and allow more inclusivity. For example, transcripts that were required upon hire may be requested at the end of the process.	
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	<ul style="list-style-type: none"> ○ DEISA-related questions to be included to ask about the candidate experience throughout the recruitment process. ○ HR working on reasons for withdrawal, barriers, etc. ● T. Davé-Harris shared that there are tasks that required in the plan and that they should not fall all on one person since the implementation of the plan is a committee effort. She added that the co-chairs would be assigning tasks to committee members and would share the assignments at the next meeting. 	
<p>5. PAC Review and Approval</p> <ul style="list-style-type: none"> ● Purpose and Function Statement ● Committee Goals and Progress Review ● CEDC Committee Composition 	<ul style="list-style-type: none"> ● E. Santiago shared Purpose and Function; explained 651 appointee changes. ● Academic Senate vacancies discussed; E. Santiago following up with senate. 	
<p>6. CEDC Website Audit</p>	<ul style="list-style-type: none"> ● E. Santiago projected CEDC website. <ul style="list-style-type: none"> ○ No changes were proposed. 	
<p>7. Roundtable</p>	<ul style="list-style-type: none"> ● E. Kaljumagi – DEISA+: A (Accessibility) not getting the attention it needs in culture and hiring. E. Kaljumagi recommended gender-based data and asked how accessibility plans are going along. <ul style="list-style-type: none"> ○ L. Bass explained HR does not ask about disabilities for candidates; HR asks about needed accommodations for restrictions, which are counted toward accessibility on the applicant side, but not employment side. Gender and ethnicity are what applicants can optionally disclose. ○ T. Davé-Harris confirmed this is correct and shared that having diverse Screening and Selection committees encourages candidates to report. ○ E. Kaljumagi shared that frustration has been expressed among staff when requesting accommodations. There are issues with resources for accommodations (e.g., restricted parking spaces and standing desks) and those with limitations should feel welcomed. 	<ul style="list-style-type: none"> ● M. Stewart to bring discussion to DEISA+ Council. ● Tri-Chairs meeting with DEISA+ Council is pending rescheduling to discuss the overlap of other meetings and similar discussions.

	<ul style="list-style-type: none">○ T. Davé-Harris explained reasonable accommodations vs preferred accommodations (e.g., remote work) could be a reason for some of the frustration.○ T. Pearson shared that the Adults with Disabilities (AWD) student population is different. The needed accommodations are more apparent from staff. Students arrive with their aids, but additional avenues should be explored for anyone with disabilities.○ E. Woolery represents faculty and has represented faculty in accommodation meetings with HR and has observed that accommodations are being made with sincere effort.○ T. Davé-Harris explained data is retrieved from those who are employed (e.g., collected from exit interviews).○ M. Stewart mentioned it was an arduous accommodations process before Sokha Song became VPHR. She asked if the committee can create optional surveys for data like gathering the number of requests for accommodations, including their denials and reasons, as well as their experience in the process. M. Stewart also asked if the committee could check for denial reasons to assess what's "reasonable".○ L. Bass asked how this is related to CEDC's purpose and indicated she was unsure of how the data pulled would be applied to CEDC. Data pulled for employees would be from Leaves and Accommodations.○ M. Stewart is interested in data regarding meeting the needs of employees and students who have disabilities and how the District is doing. Data to focus on UR for accommodations.○ T. Davé-Harris explained data alone would not specify all the factors behind a reason or denial of accommodations.	
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	<ul style="list-style-type: none">○ E. Woolery asked if it makes it harder to recruit if employees are not getting the accommodations they need due to lack of support from the District.○ M. Jayagoda shared with the committee that word spreads regarding those who refuse to interview due to their awareness of the lack of staff accommodations.● L. Bass stated she would brainstorm data pulls and ways to collect data for disabilities in the recruitment process.● T. Davé-Harris reminded the committee to ensure the data requests are in line with the committee's purpose.	
8. Adjournment	<ul style="list-style-type: none">● The meeting ended at 10:26 a.m.	<ul style="list-style-type: none">● Motion to adjourn the meeting by T. Davé-Harris, 2nd by E. Woolery.