



**Mt. San Antonio College**  
**Campus Equity and Diversity Committee**  
**(CEDC) Minutes from November 4, 2024**  
 9:00 a.m. – 10:30 a.m.  
 Location: Zoom

**Committee Members**

X	Tika Davé-Harris, AVPHR (Tri-Chair)	X	Tony Rivas, Faculty Association Rep	X	Harry Nakaoki, Fill-in Committee Recorder
X	Robin Cash, Classified 262 Rep (Tri-Chair)	X	Yvette Garcia, Classified Senate Rep	X	Kenny Nguyen, DHH Interpreter
X	Stacy Bacigalupi, Academic Senate (Tri-Chair)		Lisa Rodriguez, Acting Director of POD (VPHR Designee)	X	Meghan Sotomayor, DHH Interpreter
	Vacant, Confidential Rep		Vacant, Management Rep	X	Anthony Mestas, Guest
X	Kimberly Butler, Classified 651 Rep	X	Joey Perez, Associated Students Rep		

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Committee Member Check-in</b>	<ul style="list-style-type: none"> <li>A. Mestas joined as a guest.</li> </ul>	
<b>2. Agenda Review</b>	<ul style="list-style-type: none"> <li>Agenda reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Motion to approve the agenda by T. Davé-Harris, 2<sup>nd</sup> by T. Rivas</li> <li>Agenda approved by acclamation</li> </ul>
<b>3. Review Minutes from October 7, 2024 Meeting</b>	<ul style="list-style-type: none"> <li>No changes made</li> </ul>	<ul style="list-style-type: none"> <li>Motion to approve the minutes by T. Davé-Harris, 2<sup>nd</sup> by R. Cash</li> <li>Minutes approved by acclamation</li> </ul>
<b>4. Report out from meeting with DEISA+ Council Chair</b>	<ul style="list-style-type: none"> <li>T. Davé-Harris shared why CEDC Co-chairs met with the DEISA+ Council Chair, which was because the responsibility for the Climate and Culture survey was removed from CEDC's responsibility and assigned to the DEISA+ Council by the President's Cabinet.</li> <li>The meeting was also because CEDC needed clarity on roles for their committee and DEISA+ Council to ensure no duplication of responsibilities.</li> <li>During the meeting with DEISA+ chair, the following items were discussed:             <ul style="list-style-type: none"> <li>CEDC/DEISA+ Council Chairs discussed the purpose of both committees. K. Fowler shared a committee comparison chart they created to help delineate the DEISA+ Council's role and any overlap.</li> <li>K. Fowler confirmed the name DEISA+ was approved by the President's Advisory Council (PAC) (no longer DEISAA).</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>CEDC tri-chairs will continue to keep the committee updated as matters arise that may result in an overlap between DEISA+ Council and CEDC.</li> </ul>

	<ul style="list-style-type: none"> <li>• The Campus Climate Survey will stay with the DEISA+ Council.</li> <li>• K. Fowler shared the DEISA+ Council purpose and function (proposed changes have not yet gone to PAC):             <ul style="list-style-type: none"> <li>• Purpose of DEISA+ Council: “To provide leadership of all DEISA+ initiatives, activities, and research by collaborating, communicating, and coordinating with the campus community and continually assessing the campus culture.”</li> <li>• Function of DEISA+ Council: “Develop and implement a DEISA+ Communication Plan that includes quarterly updates and an Annual Report of DEISA+ Council’s accomplishments, needs, and recommendations to PAC and President’s Cabinet.”</li> </ul> </li> <li>• The committees agreed to share information between the committees as needed.</li> <li>• The committees also agreed to collaborate on areas that may overlap. However, CEDC continues to report to PAC.</li> <li>• T. Davé-Harris shared CEDC is more focused on employment data as compared to student data.</li> <li>• T. Rivas asked who the liaison for CEDC to DEISA+ Council. T. Davé-Harris responded it would be the tri-chairs as liaisons to the DEISA+ Council for any items that may require collaboration.</li> </ul>	
<p><b>5. 2024-26 Committee Goals, Purpose, and Function Statement</b></p>	<ul style="list-style-type: none"> <li>• T. Davé-Harris reviewed the previous year’s goals and asked if we should continue with the previous year’s goals.</li> <li>• J. Perez asked about whether individuals without disabilities are given preference over those with disabilities when hired.             <ul style="list-style-type: none"> <li>○ T. Davé-Harris explained that all positions have minimum qualifications and that hiring is based on meeting those minimum qualifications, skills, and</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The committee agreed that “administrative officers” refers to the management of the college and will be putting a footnote on the website with a definition of the term.</li> <li>• T. Davé-Harris made a motion to adopt the five goals from 2023-24 to have them as the 2024-26 goals, 2<sup>nd</sup> by Y. Garcia.</li> <li>• Goals approved by acclamation</li> </ul>

	<p>experience and not whether someone does or does not have a disability.</p> <ul style="list-style-type: none"> <li>○ T. Davé-Harris shared that part of this committee's work is to ensure fairness and diversity in hiring, to serve our diverse student base through our EEO Plan, and that there are also Board Policies, Administrative Procedures, and laws that ensure non-discrimination in employment.</li> <li>○ J. Perez thanked T. Davé-Harris for clarifying and indicated he understood.</li> <li>● T. Davé-Harris stated that committee goals are due November 22, 2024, and outcomes will be due June 2025.</li> <li>● Regarding purpose, T. Davé-Harris asked if “administrative officers” was clear in purpose #2. T. Davé-Harris added that she wants to ensure that the committee has a shared understanding of what the term means.             <ul style="list-style-type: none"> <li>○ T. Rivas suggested that a footnote be made for the term “administrative officers” with the definition.</li> </ul> </li> </ul>	
<p><b>6. Committee Membership</b></p>	<ul style="list-style-type: none"> <li>● In October 2024, the committee discussed difficulties with meeting quorum and the high number of vacancies. Therefore, it voted to send a new committee membership recommendation to PAC. In October 2024, PAC adopted the new committee membership. The new membership consists of one representative from each constituent group (CSEA 262, Academic Senate, CSEA 651, Confidentials, Management Steering, Classified Senate, Faculty Association, Associated Students) totaling ten members. Quorum would now require five plus one members.</li> </ul>	
<p><b>7. Roundtable</b></p>	<ul style="list-style-type: none"> <li>● T. Davé-Harris stated that CEDC is subject to the Brown Act based on a legal opinion received by the District. This is in part because Title 5 legislates CEDC's existence. The committee will need to be trained on the Brown Act. In-person meetings will be required. Committee members will be notified of the in-</li> </ul>	<ul style="list-style-type: none"> <li>● No members indicated having a scheduling challenge with starting future meetings at 9:30 a.m. and ending at 11:00 a.m. The committee will be notified of the time change and location.</li> </ul>

	<p>person location. The start time of future meetings was discussed due to a time conflict that the Academic Senate Tri-Chair has with a 9:00 a.m. start time.</p> <ul style="list-style-type: none"><li>• K. Butler asked about the frequency of CEDC meetings. R. Cash responded once a month, and T. Davé-Harris added that the committee only meets during fall and spring terms.</li></ul>	
<b>8. Adjournment</b>	<ul style="list-style-type: none"><li>• The meeting was adjourned at 10:09 a.m.</li></ul>	<ul style="list-style-type: none"><li>• Motion to approve adjourning by T. Davé-Harris, 2<sup>nd</sup> by R. Cash</li></ul>