



Mt. San Antonio College
Equal Employment Opportunity (EEO) Plan Committee
Minutes from April 6, 2026
9:30 a.m. – 11:00 a.m.
Location: POD Loft (06-263)

Committee Members

X	Tika Davé-Harris, AVPHR (Tri-Chair)	X	Melissa Aguirre, Classified Senate Rep		Mia Vo, Associated Students Rep
	Robin Cash, Classified 262 Rep (Tri-Chair)	X	Tony Rivas, Faculty Association Rep	X	Suleyma Rosales, Committee Recorder
X	Stacy Bacigalupi, Academic Senate (Tri-Chair)	X	Lisa Rodriguez, Acting Director of POD (VPHR Designee)	X	Stacy Manfredi (Guest)
X	Kimberly Butler, Classified 651 Rep		Vacant, Management Rep	X	Alexis Carter (Guest)
	Joanne Franco, Confidential Rep				

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
1. Opening Items 1.01 Call to Order 1.02 Confirmation of Agenda: Approval of Agenda of the Regular Meeting of 03/02/2026, with any Additions, Corrections, or Deletions	- Meeting began at 9:30 AM - Agenda reviewed	- Motion to adopt the agenda by T. Davé-Harris, and 2nd by S. Bacigalupi - No opposition; no abstentions - Unanimous motion approved
2. Public Communication 2.01 Public Communication	No public communication	No requests for public comments were received.
3. Approval of Minutes 3.01 Approval of Minutes of the Regular Meeting of 03/02/2026	Minutes reviewed	- Motion to adopt the agenda by T. Davé-Harris, and 2nd by S. Bacigalupi - No opposition; one abstention - Motion approved
4. Action Items 4.01 Proposed Amendment to Committee Membership	Discussion regarding updating membership designation language.	- Motion approved to update language to 'Associate Vice President, Human Resources or designee.' by T. Davé-Harris, and 2nd by S. Bacigalupi - No opposition; one abstention - Motion approved

Equal Employment Opportunity (EEO) Plan Committee

March 2, 2026

Page 2 of 2

5. Updates 5.01 Updates	• HR leadership confirmed that a data review is forthcoming, focusing on applicant data and employee data. It was discussed that the purpose of this review is to identify patterns, trends, underrepresentation, and adverse impacts. Also to inform process improvement for recruitment, selection, and procedures. Findings will be reported back to the committee. • HR has conducted internal coordination meetings to ensure progress on EEO Plan goals. • The committee discussed how recruitment timelines impact data interpretation, particularly for faculty hiring because they are typically posted by January. The most meaningful data trends emerge April-May, when hiring cycles are further along. • It was noted that early-year data may appear limited or incomplete, reports should contextualize data within the recruitment cycle, and that any deviation from expected hiring timelines should be flagged and analyzed. • Clarification on name usage for A. Rivas. Membership documentation will reflect current and most accurate information	• Committee will receive follow-up report on findings
6. Adjournment 6.01 Future Meeting	• The meeting was adjourned at 9:50 AM.	• Motion to adjourn the meeting by L. Rodriguez, and 2nd by T. Davé-Harris. • No opposition; no abstentions • Unanimous motion approved