



**Mt. San Antonio College**  
**Campus Equity and Diversity Committee**  
**(CEDC) Minutes from April 7, 2025**  
**9:30 a.m. – 11:00 a.m.**  
**Location: POD Loft (06-263)**

**Committee Members**

|   |   |   |  |   |  |
|---|---|---|--|---|--|
| X | Tika Davé-Harris, AVPHR (Tri-Chair)           | X | Yvette Garcia, Classified Senate Rep                   | X | Joey Perez, Associated Students Rep      |
| X | Robin Cash, Classified 262 Rep (Tri-Chair)    | X | Tony Rivas, Faculty Association Rep                    | X | Harry Nakaoki, Committee Recorder        |
| X | Stacy Bacigalupi, Academic Senate (Tri-Chair) | X | Lisa Rodriguez, Acting Director of POD (VPHR Designee) | X | Alvin Gilpin, DHH Interpreter (Guest)    |
|   | Kimberly Butler, Classified 651 Rep           |   | <b>Vacant</b> , Management Rep                         | X | Kelly Moskowitz, DHH Interpreter (Guest) |
| X | Joanne Franco, Confidential Rep               |   |  |   |  |

| ITEM   | DISCUSSION/COMMENTS  | ACTION/OUTCOME  |
|--|--|---|
| <b>1. Committee Member Check-in</b>                  | <ul style="list-style-type: none"> <li>Meeting began at 9:32 AM</li> </ul>   |   |
| <b>2. Agenda Review</b>                              | <ul style="list-style-type: none"> <li>Agenda reviewed</li> <li>Committee member asked to modify agenda and add Informing DEISA+ Council on CEDC Progress as a Roundtable item</li> </ul>  | <ul style="list-style-type: none"> <li>Motion to adopt the agenda by T. Davé-Harris, 2<sup>nd</sup> by S. Bacigalupi</li> <li>Agenda approved by acclamation</li> </ul> |
| <b>3. Review Minutes from March 3, 2025, Meeting</b> | <ul style="list-style-type: none"> <li>Minutes reviewed</li> </ul>   | <ul style="list-style-type: none"> <li>Motion to approve the minutes by J. Perez 2<sup>nd</sup> by T. Davé-Harris</li> <li>Minutes approved by acclamation</li> </ul>   |
| <b>4. Updates from EEO Plan Tasks</b>                | <ul style="list-style-type: none"> <li>Updates provided on EEO Plan Tasks related to Plan Component 13               <ul style="list-style-type: none"> <li>Advertisements – options for advertising sources discussed; significant amount of advertisement is done through JobElephant; EEO Plan requires advertisements to target the identified underrepresented groups (Asian and Hispanic in categories of faculty and educational administrators). A drop-down menu in the employment application has been added to gather data on where the applicant found the job posting.</li> <li>Data from 22-23, 23-24, and 24-25 for faculty and management was shared; discussion occurred among the committee</li> </ul> </li> </ul> |   |

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|-----------------------|---|---|
|                       | <p>on the various reasons why some applicants may have been screened out of the recruitment process.</p> <ul style="list-style-type: none"><li>○ It was shared that a survey was created to gather data on the reasons applicants may have withdrawn from interview/hiring process.</li><li>○ Exit Survey was modified to include DEI language for employees leaving Mt. SAC; currently still in progress.</li><li>○ Faculty Evaluation Pilot – incorporating DEI language into evaluation forms, received feedback on the language and purpose to see what the outcome was; currently still in progress.</li></ul>   |   |
| <b>5. Roundtable</b>  | <ul style="list-style-type: none"><li>• Committee member shared that DEISA+ Council would like updates on CEDC Progress; Committee member shared they were preparing information that would be used to update the DEISA+ Council; Another committee member shared that CEDC is primarily for recruitment/hiring data, pointing out the EEO Plan would be a good document to use to show the council.</li><li>• Committee member brought up upcoming Brown Act Training updates, only committee chairs and admins need to attend the new training.</li><li>• Committee discussed potentially changing the name of CEDC to something more applicable to the work of the committee regarding employee hiring.</li><li>• Classified Senate representative shared that Melissa Aguirre will be the new Classified Senate representative starting with the May meeting.</li></ul> |   |
| <b>6. Adjournment</b> | <ul style="list-style-type: none"><li>• The meeting was adjourned at 10:42 AM</li></ul>   | <ul style="list-style-type: none"><li>• Motion to adjourn the meeting by T. Davé-Harris, 2<sup>nd</sup> by J. Perez</li></ul> |