



**Mt. San Antonio College**  
**Equal Employment Opportunity (EEO) Plan**  
**Minutes from September 8, 2025**  
**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		<b>Vacant</b> , Associated Students Rep
X	Robin Cash, Classified 262 Rep (Tri-Chair)		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)
	Kimberly Butler, Classified 651 Rep		<b>Vacant</b> , Management Rep		
X	Joanne Franco, Confidential Rep				

ITEM	DISCUSSION/COMMENTS	ACTION/OUTCOME
<b>1. Opening Items</b> 1.01 Call to Order  1.02 Confirmation of Agenda: Approval of Agenda of the Regular Meeting of 09/08/25, with any Additions, Corrections, or Deletions	<ul style="list-style-type: none"> <li>Meeting began at 9:44 AM</li> <li>Agenda reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Motion to adopt the agenda by T. Davé-Harris, and 2<sup>nd</sup> by R. Cash.</li> <li>No oppositions; no abstentions</li> <li>Unanimous motion approved</li> </ul>
<b>2. Public Communication</b> 2.01 Public Communication	<ul style="list-style-type: none"> <li>No public communication</li> </ul>	<ul style="list-style-type: none"> <li>No requests for public comments were received.</li> </ul>
<b>3. Approval of Minutes</b> 3.01 Approval of Minutes of the Regular Meeting of 06/02/2025	<ul style="list-style-type: none"> <li>Minutes reviewed</li> </ul>	<ul style="list-style-type: none"> <li>Motion to adopt the agenda by T. Davé-Harris, and 2<sup>nd</sup> by S. Bacigalupi.</li> <li>No oppositions; no abstentions</li> <li>Unanimous motion approved</li> </ul>
<b>4. Action Items</b> 4.01 No Action Items	<ul style="list-style-type: none"> <li>No Action Items shared</li> </ul>	<ul style="list-style-type: none"> <li>No action items were discussed</li> </ul>
<b>5. Reports</b> 5.01 EEO Recertification Report Discussion	<ul style="list-style-type: none"> <li>It was reported that the EEO Recertification plan was approved by the Board of Trustees and submitted to the Chancellor's Office.</li> </ul>	

<p>5.02 Student Equity Plan Process Report</p>	<ul style="list-style-type: none"><li>• The EEO plan addresses underrepresentation of Hispanic and Asian applicants in faculty and educational administrator roles.</li><li>• Data collected showed that Hispanic and Asian applicants passed minimum qualifications at lower rates, mostly due to external requirements not related to underrepresentation or adverse impact. Both groups were ultimately hired at rates above the 80% rule threshold. Hispanic student enrollment grew in 10 years, but workforce growth has not kept pace. Exit surveys completion has been low overall. Those exit surveys submitted showed no evidence of discriminatory practices in employment, but some organizational culture concerns were raised.</li><li>• It was reported that preparations have begun for the next comprehensive EEO Plan, with HR and committee collaboration underway.</li></ul> <ul style="list-style-type: none"><li>• The Student Equity Plan Process Report was shared. This plan is a state compliance plan tied to Student Equity and Success Program funding and now integrated with Mt. SAC's 2035 goals.</li><li>• It was shared that the goal of the plan is to identify disproportionately impacted student groups, analyze data, and define strategies to close equity gaps.</li><li>• The Student Equity Plan requests employment/hiring information under the scope of the EEO Plan Committee; however, concerns with providing such data were discussed. They were the EEO plan has 3 years of baseline data and does not align with the 10-year Mt. SAC 2035 plan; the plan focuses on employee hiring rather than student processes; and the Supplemental Instruction program referenced in the Student Equity Plan is not currently active.</li><li>• It was recommended that the scope of data beyond the EEO being requested for the Student Equity Plan be clarified.</li></ul>	
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	<ul style="list-style-type: none"><li>• The Committee recommended updating outdated language in the Student Equity Plan and adding footnotes to prevent misinterpretation.</li></ul>	
<b>6. Adjournment</b> 6.01 Adjournment	<ul style="list-style-type: none"><li>• The meeting was adjourned at 10:33 AM.</li></ul>	<ul style="list-style-type: none"><li>• Motion to adjourn the meeting by R. Cash, 2<sup>nd</sup> by S. Bacigalupi</li><li>• No oppositions; no abstentions</li><li>• Unanimous motion approved</li></ul>