



**Minutes – October 26, 2023**  
**4 p.m.-5 p.m.**

**Members Present:** Maria Bucio, Laura Davis, Nick Mortaloni, Charlie Ng, Edward Pohlert, Wendy Stewart

**Members Absent:** Melissa Johnson, Luke Lara, Bea Palmer

**Resources:** Shawna Sourivanh

1. Review October 12, 2023 - Meeting Minutes  
The committee reviewed the minutes from the October 12, 2023, meeting.
2. EEO Plan
  - Data Analysis  
Discussion was held around data that is listed in the EEO Plan pertaining to the 80% rule for representation, the application of comparing the data to the community and an interest to compare the data to the student population. There was also discussion regarding Workforce by Race/Ethnicity. Concern was voiced that the work is not grounded in social justice and centers around the requirements of the Chancellor's Office and the Federal government. The committee also addressed concerns in gaps for underrepresented groups within district job categories and steps that would need to be taken to close the gap. Would like to see language added to the plan that would address this by expanding advertising positions in impacted areas for available positions in the district.  
  
A link to the final draft EEO plan will be sent to committee members for additional review.
  - AP 3420: Equal Employment Opportunity  
Discussion was held on adding gender identities to the AP. Before this can be done, it will be important to change the college's commitment statement, so they align.
3. Gender Identity Data  
Will review at the next meeting.
4. Meeting Dates – November/December
5. Next Meeting – Friday, November 17, 2023 – 4 p.m.