



Minutes – November 19, 2021
11 a.m.-Noon

Members Present: Lesley Doig, Nick Mortaloni, Charlie Ng, Edreí Padilla

Members Absent: Leticia Chavarria, Maria Figueroa, Melissa Johnson, Kristina Lundy, Al Nyman, Bea Palmer

1. Review November 2, 2021 Meeting Minutes

The committee reviewed the November 2, 2021 meeting minutes.

2. EEO Plan Update

- Draft EEOAC Contact List

Leslie presented to the committee the EEOAC Outreach & Recruitment List. A link will be provided to committee members not present at today's meeting for additional input. Committee members are encouraged to contact outreach groups for input on the list. E.g., Black Alliance and MiGente. The list that is being created will be available campus wide when the EEO plan is completed.

- ACHRO Update

No update from ACHRO/SDICCCA at this time.

3. Diversity Plan Update

Charlie provided an update on the EEO Plan and Diversity Plan.

When drafting the outline, information from the SDSU Diversity plan was used to help identify example fundamental goals as a starting point which is open for discussion:

With the framework of the Diversity Plan outlined, this agenda item will be removed and focus will move forward on the EEO plan.

4. 2022 Meeting Dates (Bring Calendar)

The committee will continue to meet two times per month in 2022. A poll will be sent out to determine dates and times.

5. Open Discussion

Next Steps:

- Next Steps
 - Further populate data on spreadsheet (Leslie)
- Sharing notes from this discussion and get thoughts on EEO Plan goals
- Invite Hayley or Shawna to be available at meetings (Charlie)
- Ask RPIE to help identify the research agenda and scope to help inform goals (Charlie); ask Chris to attend a meeting
- Plan:
 - Collect and analyze data
 - Develop and implement goals and strategies
 - Update and disseminate EEO Plan
 - Coordinate training with hiring committees (policies and makeup of hiring committees)
 - Continue to evaluate

6. Next Meeting – Friday, December 3, 2021 at 8 a.m.