



**Minutes – December 3, 2021**  
**8 a.m.-9 a.m.**

**Members Present:** Lesley Doig, Maria Figueroa, Kristina Londy, Charlie Ng, Al Nyman, Bea Palmer

**Members Absent:** Leticia Chavarria, Melissa Johnson, Nick Mortaloni, Edreí Padilla,

1. Review November 19, 2021 Meeting Minutes

The committee reviewed the November 19, 2021 meeting minutes.

2. EEO Plan Update

- Draft EEOAC Contact List – Make spreadsheet available to committee (Kristina). Feel free to add additional tabs for new populations. Shawna and RPIE rep will attend meetings beginning spring 2022.
- Contact List: [EEOAC Outreach & Recruitment List - Google Sheets](#)
- Ideas
  - Population goals (e.g. Hispanic and African American)
  - Framework from the perspective of an HIS (Hispanic Serving Institution), emphasizing cultural validity
  - Read book, becoming an HSI Institution
  - Beginning spring, identify data to begin plan development
- ACHRO Update
  - Check with SDICCCA for update on intern program – no update.

3. 2022 Meeting Dates

A Doodle Poll to confirm the best day and time to hold meetings in 2022 has been sent out. Committee members were asked to respond if they have not already done so.

4. Open Discussion

5. Next Meeting – TBD