



Members Present: Maria Bucio, Laura Davis, Sylvia Harrington, Luke Lara, Nick Mortaloni, Charlie Ng, Al Nyman, Edward Pohlert, Wendy Stewart

Members Absent: N/A

Resources: Nashona Andrade, Chris Tarman

1. Review November 30, 2023 - Meeting Minutes
The committee reviewed the minutes from the November 30, 2023, meeting.
2. EEO Plan
 - Chancellor’s Office EEO Plan Feedback

Charlie reviewed the feedback from the Chancellor’s Office with the committee. Feedback was given on post-hire strategies, components 3, 5, 9, 10, 11, and 13 in addition to Component 13. Clarification on the post-hire strategies for exit interviews will be clarified in how they will be conducted and recorded. There was an extended recommendation on the area of professional development and mentoring support. Charlie will expand on this area for the final EEO plan. An inquiry was made on if the mentoring support will be part of the onboarding program. There is not a formal mentoring program, however, hopefully we can do some collaboration with this as part of onboarding.

Component 3: Advised that our AP 3410 Nondiscrimination is missing immigration status. We do reference immigration status as the district policy and we will highlight to let them know we have acknowledged it. We will review the referenced paragraph that misstates that a claim cannot be made....and will fix as needed.

Component 5: Legacy language referencing “whenever possible” has been removed.

Component 9: District may want to include how it determines which community-based and professional organizations receive the plan. We can look to other groups on campus to add to the outreach list.

Number 10: It was advised that applicants “voluntary” identify their gender, gender identify, (including non-binary options). Further disaggregation of the job categories needs to be addressed.

Number 11: Chris Tarman will revise the data in the tables for the 80% test for adverse impact.

3. Sexual Orientation and Gender Identity Data
N/A

4. Meeting Dates – A meeting will be scheduled after Martin Luther King Day.
5. Next Meeting – TBD