

Equity Committee
4/9/19
2:00 pm-3:30 pm
Room Location Student Center Lounge

ATTENDANCE

E. Cervantes, C. Velarde-Barros, N. Dequin, J. Tomasello, M. Sanidad, E. Talavera, D. Gonzalez, Mariam ASGC student, C. Boss., C. Cisneros, R. Shook, M. Gonzalez, J. Maringer-Cantu, F. Lozano.

- I. **Call to Order** at 2:06pm by E. Cervantes
- II. **Approval of Agenda**
 - a. MSC (M.Sanidad/ C. Cisneros). Vote: unanimous. Approved as presented.
- III. **Approval of Minutes**
 - a. MSC (M.Sanidad/ C. Velarde-Barros). Vote: unanimous. Approved as presented.
- IV. **Discussion**
 - A. **Equity Data** – E. Cervantes is using Data on Demand to collect data, using this database has expanded our list, the data does not coincide with our data. There is a glitch in the system and it is setting us back. We have the 5th draft of the Equity Plan Executive Summary prepared with the most recent collected data; E. Cervantes provided a copy, and discussion. N. Dequin would like to take what we have and move forward with our next steps.
 - B. **Equity Plan extension request** – K. Moberg has written to the Chancellors office requesting up to 90 days after the deadline to turn in the Equity Plan. The extension is necessary in order to get the Equity plan through shared governance and the board during the summer.
 - C. **Equity Plan draft** – E. Cervantes reviewed the 2019-22 Student Equity Plan draft from CCC template with the committee. C. Cisneros suggests moving forward with the format that he has been using, she sees and likes the direction he is headed. E. Cervantes would like to rebuild the bylaws around the new Equity Plan. E. Cervantes asks the committee to review the draft and email him revisions.
 - D. **Equal Employment Plan** - M. Gonzalez presented on behalf of the EEO committee, they have a sub-committee next week to go over the plan. Efforts to diversify employment pool by posting job openings to diverse websites which has shown

improvement in our diversity pool. Gavilan human resources is participating in their second diversity career fair in San Jose and a job fair in Oakland; management and faculty applicants will need to answer a diversity question with a statement on their application; The EEP is posted on the website. Human resources are exploring ways to bring in a diverse applicant pool by interviewing other colleges. Human resources have not received a single application for the Director of Nursing position. Jane requests an update in disability statement at the bottom of all job descriptions to bring it current so that it does not discriminate. We would like to have a member of the EEO committee be present at Equity.

- E. **Professional Development/ Skyline Institute** – 8 have signed up to attend the professional development at Skyline Institute. E. Talavera has organized the hotel accommodations for those who need to stay. C. Velarde-Barros will email attendees any information and directions needed to attend. The next iteration of this conference is in June, it will cost another \$10,000, C. Velarde-Barros asks if there will be funds for this and asks if this is an opportunity we should plan for. There is the idea of having different departments contribute towards the fee in order to make it possible.

V. Action Items

- a) none

VI. Announcements

VII. Next Steps (5 minutes)

- a. E. Cervantes will bring back updates
- b. E. Cervantes will bring an updated draft

VIII. Adjournment 3:10pm