

**Meeting Agenda**  
**SMCCCD Equal Employment Opportunity Advisory Committee**  
**April 14, 2025, 10:00 am-11:30 am via Zoom**

1. Welcome – Committee Members; Julie Johnson, David Feune, Kristi Ridgeway, Todd Windisch, Diva Ward, Kathryn Browne, David Eck, Natalie Alizaga; Jasmeet Singh, Jennie Elizalde, Zorie Gomez, Joe Puckett, Michiko Kealoha, David Galvez, Gampi Shankar, Jessica Truglio, Christopher Collins, Lucia Castro, Golda Margate, Winnie Li
2. <https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/General-Counsel/Programs/EEO-Equal-Employment-Opportunity>
3. District EEO sub-committees:
  - a) Pre-hiring
  - b) Hiring
  - c) Post-hiring
4. Discussion
  - a) Announcements
  - b) Antiracism Council Update (Diva)
  - c) Discussion
    - Should first-level selection committee members be permitted to serve on the Faculty Equivalency Committee for the same search process?
    - Should letters of recommendation and other items be allowed to be uploaded to the employment application, or should it be limited to the cover letter, resume, and transcripts?
    - Diversity Statements
    - Discussion around receiving interview questions 15 minutes before the interview.
    - Familiar or like relationships of the committee, i.e. cousins conflict oneself out from the committee (family member or a person identified by the employee as having a familiar relationship) - a “designated person” means “any individual related by blood or whose association with the employee is the equivalent of a family relationship - for screening committee members to recuse themselves.
    - How are we navigating the dynamic spaces that currently exist between DEIA state mandates and the new federal guidelines? Does that impact our purpose as a committee?
    - Do we have to consider changing the name of the group to accommodate the new federal standards?
5. Subgroup Reports
  - Pre-hiring
  - Hiring
  - Post-hiring
6. Other Items

7. Budget Updates - David

8. Other Business

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- a. Board policies & adopted resolutions
- b. Incentives for hard-to-hire areas/disciplines (cost of living, board of trustees long-term plan to retain faculty/staff, on-line education/faculty distance education with technology & sensitive)
- c. Focused outreach & publications
- d. Procedures for addressing diversity throughout hiring steps/levels
- e. Ongoing training for hiring committees
- f. Professional development focused on diversity (Building more training flex-day program for classified staff. Communities of practice, divided into 4 areas and administrators were part of the group-Canada) District-wide equity onboarding, sharing of information, developing of what it means like to be a certain type of students.)
- g. Diversity incorporated into criteria for employee evaluation & tenure review
- h. Grow-Your-Own Programs

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Meetings:

Advisory Committee – October, December, February, March, April

Sub-groups – September, November, January, March, May

No meetings - June, July

Notes:

Access and Justice

EEO and Belonging

Change the name without changing the mission

State Law - Higher Ed. – Under Ed Code requirement to create statements on DEI and include DEI in hiring and education