

Monday, March 9, 2026
11:30 am – 12:30 pm

Present: Angela Lingo, Lauren Servais, Alyssa Graff, Carl Freschl, Holley Shafer

Absent: Kat Alvarado Wing, Manjit Kang, Marco Cantua-Alvarez, Angela Olmanson, Anna McShea

Note Taker: Brandon Christian

Call to Order: Called to order at 11:34 am.

1. **Agenda:** Agenda reviewed and approved at 11:34 am.
 2. **Minutes:** Minutes reviewed and approved at 11:36 am.
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3. Agenda Item: Component 13 Updates

Servais shared the document via screen share and wants to go through it and asked council members make updates.

Lingo and Servais have proposed a feedback survey to governance committees to see what they've been doing to enhance our services/work in terms of DEI. We will also send a survey to applicants who declined job offers. The EEO award will be rolled out soon, and the co-chairs will be presenting to President Eldridge a recommendation on what the award will look like, and he will provide feedback. The co-chairs plan on sending out the EEO award nomination form in April and then EEOAC will review the nominations during the May meeting.

Graff shared that the Climate survey has been distributed, and the results data will be collected soon. The leadership program graduation will be held in April, and she is working on the cohort application for next year and the design of the program. Servais asked Graff to document all updates along the way so we can include that in the EEO plan to be developed next year.

Lingo and Servais are sitting on classified hiring committees as observers as part of the research for EEO monitors, and they will come back and share their observations for further recommendations from the group.

As EPC works on their goals, Lingo asked if Shafer could share what that committee is doing to address diversity issues in a transparent and collaborative manner, and any other updates on Year 2 area 2 goals and any plans to enhance it. Shafer shared that in the previous strategic plan EEO work was called out specifically and institutionalized, and it hasn't been articulated in the recommendation strategies. Shafer is meeting with the strategic planning stewards this Spring, and will work to collect this data from them and then report out.

4. Agenda Item: Workgroups for drafting Year Two response

The group opened the Component 13 document and worked on providing updates relevant to their area of responsibility.

Request to add an agenda item next meeting to review column D and what would be most helpful as we develop EEO Certification response (i.e., look at one and see what's most helpful in terms of actually writing it out).

Action: Add an agenda item to the next meeting to review one of the Component 13 responses and what it takes to go from response to submission in the EEO Certification form.

5. Agenda Item: Year 3 Progress

Servais asked for updates on Year 3 Progress.

Graff shared that she updated the Component 13 document for the leadership program. Year 2 the program was developed and implemented, and in Year 3 the cohort has been going through the process and meeting with mentors, and they will graduate from the program this year and give a final assessment to cabinet on what they felt like the impact was.

For professional development, mentoring and support for new employees, Graff is wondering what the goal is. For Year 3, she has launched the Professional Learning Center, and is supporting Umoja Equity Institute with different initiatives like equity in mental health. Graff will consult with Professional Learning Committee about how we engage with new employees at the start of their employment.

Freschl shared that he is having a challenge for what data would be most important to accumulate for the survey for Year 3 Area 16. Freschl will provide a draft of the survey to Lingo and Servais, and get feedback on if it is intentional and relevant. He needs direction on what the survey is hoping to address/provide data on. Lingo provided some direction to Freschl during the meeting.

The New Employee Virtual Orientation is almost ready to go, but we've had requests to expand it a little more so it is still a work in progress. More updates will be provided soon.

6. Next Meeting: April 13, 2026, at 11:30 am