

Monday, April 13, 2026
11:30 am – 12:30 pm

Present: Angela Olmanson, Kat Alvarado Wing, Marco Cantua-Alvarez, Angela Lingo, Alyssa Graff

Absent: Lauren Servais, Carl Freschl, Manny Kang, Holley Shafer

Note Taker: Brandon Christian

Call to Order: Called to order at 11:35 am

1. **Agenda:** Agenda reviewed and approved at 11:35 am.
 2. **Minutes:** Minutes reviewed and approved at 11:36 am.
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3. **Agenda Item: 2025-26 Reflection Worksheets**

Lingo asked committee members to share if they have had an opportunity work on the reflection worksheet sent out previously.

Alvarado Wing asked about the comprehensive onboarding for new hires, specifically the checklist that was created for managers. She asked if there was a way to incorporate it into the document? She is wondering if we create a fillable schedule or plan departments can use with their new hire? Lingo shared that we could add a new column for the spreadsheet and mark that item as a new plan for year 1 of the next EEO plan. The goal of the checklist is to create a draft template to help departments structure their onboarding better.

Lingo shared that we are looking to capture progress made on year two and year three of the EEO plan to report back to the Chancellor's Office, as well as new goals for the next EEO Plan for 2026-2029.

Graff completed the sheet for her two areas – the Leadership Program and Professional Development Mentoring Support for New Employees. For the Leadership Program, she included the three-day institute and the assessments and reflections and how they are moving forward. For the second item, she suggested the committee look at what we are doing in terms of professional development for new employees, as the Leadership Program

requires that an employee be active in their role for at least one year to participate. Lingo suggested we look at which departments or staff we need to engage to complete this goal. Lingo asked if Graff could discuss this with UEI, IDEAA or the classified senate and get feedback. For faculty, there is the new faculty orientation and new faculty academy, but it is the classified new hires that do not have a structured program. Graff said she would ask the different groups and follow up on their responses.

It was noted that Nursing is launching a faculty mentoring experience tailored to the individual needs and goals of participating employees.

The college is currently reporting on year 2 progress and working on year 3. Progress on year 3 will be reported next year.

The committee discussed if they could look at providing EEO/diversity enhancement resources to our community partners instead of other districts for that goal because those resources are primarily shared with community partners.

The last item of pre-hiring says activities related to improving student access and success, and it is connected to the first item the committee discussed in this meeting.

Lingo has asked Stormy, Lauren, and Alina about outreach they are aware of connecting the college to a more diverse pool of applicants for all positions. The feedback will be used to report on the progress of our outreach programs.

Lingo mentioned it would be great if we could connect to HBCUs to bring in graduates to get them here to teach or work with us.

Olmanson shared that the fire foundry has the only appeals process for clinical participation in the state, so students who have been justice impacted here can appeal their decision, and many come back to become EMT assistants or join other cohorts. Olmanson will update the spreadsheet to include this information.

Lingo asked that people use the worksheet to structure their thoughts on what has been completed.

During the May meeting, the committee will review award nominees to make a recommendation to President Eldridge and continue the conversation on updating the EEO plan and submitting the certification.

4. Agenda Item: EEO Plan Review and Planning

The purpose of this agenda item was to review upcoming elements of the next EEO Plan and begin planning future goals.

The committee discussed continuing EEO-related trainings for employees and the need to either establish new goals or enhance implementation, monitoring, and feedback collection for existing efforts. Several completed goals will be removed from the plan.

Lingo explained that requirements in column A tied to Title 5 must remain, but goals associated with those requirements may be revised.

The group spent time reviewing the document together and brainstorming potential new goals.

The committee discussed the pre-hiring goal set. The committee brainstormed ways to evaluate the effectiveness of the trainings provided to employees, students & trustees. They discussed, how to evaluate if we have a more diversified pool of student applicants for positions? Another recommendation was to evaluate the student hourly workforce, and their access to jobs at COM. For example, what was their experiencing accessing student work, how easily available was the information regarding student work and was it easy to find. The committee discussed the challenges with obtaining the data because there is no recruitment process for their positions, and it depends on the needs of the students and departments.

5. Agenda Item: May's meeting 2024-25 Reporting

The committee discussed whether future meetings would benefit from longer sessions (1.5–2 hours) held every other month to allow for deeper collaborative work.

It was noted that the next meeting will focus on 2024–25 reporting, with the goal of ensuring all documentation is complete and the EEO certification process is prepared in advance of final submission.

6. Next Meeting: May 11, 2026, at 11:30 am