
Monday, May 11, 2026
11:30 am – 12:30 pm

Present: Angela Lingo, Lauren Servais, Kat Alvarado Wing, Marco Cantua-Alvarez, Carl Freschl, Angela Olmanson, Alyssa Graff

Absent: Holley Shafer, Manjit Kang, Anna McShea

Note Taker: Brandon Christian

Call to Order: Called to order at 11:33 am

1. **Agenda:** Agenda reviewed and approved at 11:34 am
2. **Minutes:** Minutes reviewed and approved at 11:34 am

3. Agenda Item: How to Publishing DEIA efforts

The co-chairs asked Brandon to send out a survey to co-chairs of PGS committees, department chairs and the academic and classified senate. The survey requested information around DEIA efforts happening across the district so we can consolidate the information and publish it somewhere. We are collecting the information now, but we need to decide how to display it and make it public. The purpose is to attract applicants to work here by showcasing the DEIA work that we do, and what they could be involved with once they work here and retaining them by having meaningful and rewarding work available.

Possible ideas are a dedicated webpage linked to the EEOAC website. Someone recommended to consult with the web designers about how we lift up the equity work people are working on across the district on the website. The website can include COM's definition of equity, awards we've won in the past in relation to equity, and have different sections (equity in the classroom, equity in student programs, equity across the campuses), and invite COM folks to continue adding. Also potentially include video testimonials of employees and projects they're working on.

We can have a spotlight, somewhere on the website, and we could spotlight and invite people to share what they've done on campus or others have done on campus. Or we could create a

better version of our website with more items for folks to access. If we get a lot of interest, we could potentially do a newsletter or include it in the newsletter from the Office of Student Learning & Success, or if its Professional Development related include it in the soon-to-come Professional Development newsletter.

For the website, maybe have a rotating banner of what different employees in different areas are doing, something like testimonials. Also, maybe link this site near where people would apply for jobs.

Committee members made a recommendation to give related information to different committees and have them share the information out in their meetings.

We could have a podcast where different areas across the district share out.

Please share additional ideas with the co-chairs via email and they will make recommendations to the college president.

4. Agenda Item: EEO Award Next Steps

The co-chairs received a number of nominations, and we are sharing a list of everyone who received at least two nominations. The co-chairs received two nominations for nominees from every employee group with the exception of MSC. They will present the recommendations to President Eldridge, and he will make the selection. Awardees will be announced at fall convocation.

5. Agenda Item: 2024-25 Updates

The committee discussed updating the EEO certification planning document with work from 2024-25 or 2025-26.

Carl shared an update on his items. He went over DEIA impact in counseling and CAL-GETC implementation and common course numbering with articulation officers. This project is not something unique to College of Marin, it's a Title IV requirement. Carl stated that as a small school, College of Marin is able to work efficiently and get things done and clarify things in real time, and that is attractive to future employees. Projects like this gives faculty an opportunity to be hands on and have an impact.

6. Agenda Item: Meeting Dates for FY 2026-27

For next academic year, the co-chairs were thinking of having less frequent but longer meeting times so the committee can have working sessions together.

The co-chairs are recommending meeting for 2-3 hours, 1.5 hours of committee business, then rest of the time in workgroups getting things done.

The majority of the committee responded noting that two-hour meeting times work best for them. There was also a recommendation that the council start meeting again in September.

The committee believes the first Wednesday of the month would work well for the new meeting schedule.

The new meeting schedule will be 2 pm – 4 pm on the first Wednesday of the month every other month beginning September 2, 2026.

In the past, the co-chairs have held an EEO retreat/event on a Friday and sent a districtwide invitation for those who can join us. With the new EEO plan approaching, it would be nice to have one of those retreats/events so we could get full consultation from others. There was a recommendation that maybe we can host something around Spring Break time 2027 while faculty are still present.

7. Agenda Item: EEO Plan

The co-chairs asked committee members to think of items for the next three years for the upcoming EEO plan. There are items that could continue from the last plan to new plan, but with new goals. The council needs to define why we are continuing a goal if that's what we decide. If we don't continue a goal, we need something to replace it. The committee discussed different items related to the plan. The committee began brainstorming in the document.

The co-chairs are also getting feedback on the Faculty Diversity Internship Project to include in the plan as well. The committee will need to look at exit interview results and the feedback people give when they leave College of Marin, and why they are declining job offers and include all this information in the plan as well. If committee members believe there is a survey or anything that would be helpful to gather information, let the co-chairs know.

The committee discussed how to lift the EEO items we include in other work we do, and include them in the plan (e.g., recruiting for hard to hire positions, conversations with managers about

hiring strategies, etc.). A committee member suggested that scaling what is currently being done throughout the college can be an item for the next plan.

The co-chairs recommended committee members explicitly list out who you would collaborate with and build out resources for specific projects/work – (e.g., recruiting for hard to hire positions).

The co-chairs also discussed with the committee how to highlight the success stories of those who have advanced in and outside of the district.

Submit any ideas to the co-chairs by the beginning of June to this spreadsheet for new items for the upcoming EEO plan.