

Stormy Miller Sabia
Angela Lingo
Holley Shafer
Kat Alvarado Wing
Angela Olmanson
Nekoda Harris

EEO Certification Update:

- EEO plan was submitted and already received feedback. Nikki working with Chancellor's office to provide additional information.
- The college is monitored on its progress toward EEO initiatives, particularly under "Component 13," we've made progress in pre-employment activities, but we still have work to do around post-employment.
- The more we meet our goals, the more diverse we become, and we continue to receive EEO funding.
- Employee Engagement Survey: Holley reports that the survey has garnered 165 responses, although some were incomplete. The goal is to reach a higher response rate among the approximately 500 employees. Nikki suggests continuing to send reminders and encouraging participation through managers.
- ****EEO Webpage****: Nikki announced the creation of an EEO Advisory webpage, where meeting minutes, advertisements, and council updates will be posted. Sudeshna in Nikki's office will help maintain the page to ensure it reflects current membership and activities.
- The classified professional leadership program is still in progress, with plans to finalize the draft soon. This will be discussed in an upcoming meeting.

DEIA Institute:

- A team of six and one student from Rising Scholars from the college attended the DEIA (Diversity, Equity, Inclusion, and Accessibility) Institute, which focused on collaboration, community-building, and implementing ideas from the event back at the institution.
- The event featured breakout sessions and discussions on relevant policies, succession planning, and professional development, creating pipelines and succession planning initiatives within California Community Colleges.
- The event featured keynotes, including one from a psychologist who emphasized self-care for those working on DEI efforts. The focus on energy and well-being was well-received, as was the opportunity to connect with other professionals and students in the community college system.
- Staff members had a positive experience at the DEIA Institute, expressing interest in continuing support for such events as long as funding is available.

- Plan to partner with PLC to bring programs aimed at career advancement, such as “Alive” and “Lift,” which focus on developing leadership within colleges. These programs align with DEI efforts and were recommended for wider promotion at the college.
- Looking Ahead: There are plans to continue engaging in similar initiatives, with recommendations to send another team to future DEIA Institutes.
- EEO funds were leverage to support attendance at the DEIA Institute.

Team Transitions:

- Discussion included changes in the Advisory Council’s membership, with several transitions, including removal of Lauren Servais and Alexander Jacamo, the addition of Angela Lingo as Co-chair. Retaining Holley Shafer, getting her added back as a resource for the council. Faculty members are still Anesa Rosa Sanchez, Manny Kang, and Cara Kreit. Kat Alvarado, Classified staff. Nikki Harris and Stormy Miller Sabia as administrators.

Summit Feedback:

- The team reflected on feedback from a summit, focusing on EEO representatives on screening committees and the importance of professional learning, mentoring, and support for leadership opportunities. There was an emphasis on institutionalizing consistency and creating space for all employees to engage in professional learning, not just those who can make time for it.

Leveraging Feedback for Professional Development:

- There’s a clear focus on using feedback from employees (specifically regarding professional learning and growth) to guide institutional practices. It may be beneficial to systematically inventory current initiatives, share them widely, and highlight opportunities for growth that have not yet been addressed.
- Engaging with various groups such as PLC (Professional Learning Communities) and IDEA (Inclusion, Diversity, Equity, and Action) will be essential. Creating structured opportunities for feedback and acting on it—whether through summits or workshops—can ensure employees feel heard and supported.

EEO Responsibilities and Screening Committees:

- One key discussion point was clarifying the role of EEO representatives in screening committees, ensuring accountability, and possibly incentivizing participation.
- The EEO reps' role is discussed with an emphasis on demystifying their function. There's a suggestion to create a workgroup of summit attendees to help shape a more comprehensive understanding of EEO roles and responsibilities, ensuring everyone recognizes that EEO is a shared responsibility.
- The need for more research on best practices from other institutions could provide valuable insights into how other community colleges handle EEO reps and whether such roles improve hiring practices. Information shared around the Advisory’s previous work outreaching to institutions with EEO representative structures.
- Decision to be made on whether we will use EEO reps or not

Coaching and Supporting Hiring Managers:

- It seems there's a challenge in finding people willing to serve on screening committees, and the suggestion of coaching hiring managers instead of imposing an external EEO rep is insightful. Training and support for hiring managers, potentially by shadowing them during the hiring

Decision Fatigue and Lack of Consensus:

- There's a palpable frustration around the inability to make a definitive decision on whether to maintain the EEO representative role or pivot towards a coaching and support model for hiring managers. The lack of consensus is seen as preventing progress and forward momentum.
- Suggestion from Stormy, to move forward, the institution needs to make a final decision on this matter and commit to it for the foreseeable future rather than continually revisiting the issue.

Coaching vs. EEO Rep:

- A shift towards coaching hiring managers and screening committee members is proposed as a potential alternative to having a formal EEO rep. This model would focus on supporting individuals directly involved in the hiring process, potentially streamlining operations while still addressing concerns about bias and fairness.
- The question of whether revising the screening committee structure is necessary if coaching and supporting members becomes the focus is raised, with the suggestion that this may not need to be embedded in formal governance plans.

Implicit Bias and the Harvard IAT:

- The possibility of using tools like the Harvard Implicit Association Test (IAT) to help committee members understand their biases is discussed. However, concerns are raised about the reliability of the IAT, as recent studies have questioned its effectiveness.
- Despite the limitations of the IAT, there is support for continuing education and training on unconscious bias as part of the broader goal of improving hiring practices.

Evolving the Screening Process:

- There's recognition that screening committees and hiring managers face challenges, especially when it comes to implicit bias. The conversation highlights the idea of having hiring managers from outside the department lead committees to mitigate biases.
- There's also a call for better clarity and understanding of the screening committee's purpose, with some members still unsure of their roles despite having resources like a screening committee guide.

Next Steps:

- The meeting concludes with a suggestion to continue the conversation in the next meeting and a recap of the discussion via email, with the hope that more participants will attend to provide further input.

- The next few meetings would involve inviting stakeholders to discuss these initiatives and their next steps, including ongoing efforts under the speaker's supervision.
- There will also be a follow-up on related topics in the next meeting, including insights from a session on AI from Alyssa
- This advisory council needs to come up with a plan on how we're going to tackle some of these initiatives; develop a concrete plan to address various DEIA initiatives, assigning point people to ensure progress.