

EEO & DIVERSITY ADVISORY COMMITTEE (DISTRICTWIDE)

MINUTES (Draft) MEETING/WORKING SESSION

Monday, September 21, 2026

3:15 PM to 4:17 PM

LOCATION: Zoom

Zoom Link: <https://sjeccd-edu.zoom.us/j/89631414171>

Meeting ID: 896 3141 4171

Item	Topics
1	Introductions & Check-In Present: Brandon Yanari, David Hendricks, Dio Shipp, Elvira Valderrama-Rodriguez, Henry Estrada, Joell Serano, Joshua Kas-Osoka, Kevin Carlson, Mark Branom, Matthew Plaza, Rose Orpilla, Sean Dickerson, Sydney Sukuta, Sylvia Min, Sam Ho
2	<u>Approval of Minutes of May 18, 2026</u> Meeting/Working Session: Approved, with Kevin and Brandon abstained for not being present at the May 18 meeting.
3	Discussed the May 2026 EEO & Hiring Practices Survey Result Analysis completed by IESS Dr. Joyce Lui: The Committee scanned through highlights of the full 2026 Survey Report including: <ul style="list-style-type: none">a. Overview of the survey processb. Executive Summaryc. Quantitative Findingsd. Agreement Percentagese. Qualitative Findingsf. Demographic Disaggregation<ul style="list-style-type: none">i. Race/Ethnicityii. Genderg. Employee Grouph. Conclusion <ul style="list-style-type: none">• Conduct this survey on behalf of the EEO & Diversity Advisory Committee every spring semester / annual survey, and provide feedback to this Committee. Survey respondents should get a survey report.• Include a question on the experience of people on hiring committee.• Conduct focus group and listening session.

EEO & Diversity Plan Implementation Review and Recommendations**A. Pre-Hiring Strategies**

1. Provide training to employees, students & trustees. (53024.1(d))

A1A. Identified dates (Fridays) for DEIAA Training:

DEIAA Full-day Training sessions are scheduled for:

- A1A.1. Friday, February 27, 2026 (needed to reschedule)
- A1A.2. Friday, April 24, 2026 (Pending HR confirmation with Attorney Laura Schulkind – trainer)
- A1A.3. October 2026 (*“Unconscious Bias Training” by Attorney Laura Schulkind*)
- A1A.4. Friday, November 6, 2026

A1B. Identified dates (Fridays) for EEO Training:

- A1B.1. Friday, February 6, 2026 (Done)
 - A1B.2. Friday, March 6, 2026
 - A1B.3. Friday, September 18, 2026 at SJCC and EVC (*“Hiring the Best/EEO Training” by Amy Brandt Conway of LCW*)
 - A1B.4. Friday, October 23, 2026
2. Convey in publications and website the district’s commitment to diversity & EEO. (53024.1(j))
 3. Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals (HR).
 4. Collect additional data and drill down into the data to better pinpoint where UR and adverse impact exist, and the causes of UR (HR).

B. Hiring Strategies

1. Consistent and ongoing training for hiring committees. * (53024.1(c)) *Cross reference EEO Plan Component 8.
2. Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))
3. Assess "sensitivity to diversity" of all applicants. (53024.1(l))
4. Dedication of specified staff to EEO.
5. Focused outreach and publications.
6. Recruitment efforts and strategies (HR) such as:
 - Use of demographic data
 - Job Fairs
 - Community College Career Connect
 - Relationships with external organizations & colleges
7. Affinity Groups: Provide support for affinity groups and include them, as appropriate, when requesting feedback from constituency groups

C. Post-Hiring Strategies

1. Campus EEO & Diversity Hiring/climate surveys & use this information. (53024.1(a)) – *Survey completed as of May 16, 2026.*
2. Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))

5	Budget Update: Deferred
6	<p>EEO & Diversity Workshop/Event:</p> <p><u>SJCC's August 21, 2026 PDD Breakout Workshop</u> on “AI For Everyone Through Equity, Diversity and Innovation”: Thanks to Professor/SJCC Academic Senate President Mark Branom and Professor/AI Committee Chair Liz Susan Hickok for co-hosting with Sam Ho on behalf of the Districtwide EEO & Diversity Advisory Committee. Their expert knowledge and enthusiasm on AI brought tremendous values to the workshop with great participation from approximately 30+ attendees. Also, thanks to SJCC President Dr. Marilyn Flores for taking time to be at the workshop.</p> <p>We plan to conduct this workshop at EVC's January 2027 PDD. We hope you can volunteer to be co-presenters on behalf of the Districtwide EEO & Diversity Advisory Committee.</p>
7	<p>Adjournment at 4:17 PM</p> <p>Next meeting(s): Oct. 23 (changed from October 19); Nov. 16; Dec. 21 (3:15 PM – 4:15 PM, Third Monday of each month plus additional meetings as needed).</p>