



## **Diversity Committee**

### **Minutes**

28 October 2025

Zoom

Attended: N. Martínez, C. Díaz Carrasco, A. Rogers, M. Guitierrez-Aguero, I. Villaboy, N. Sim, J. Chambers, S. Al Ajrawi, I. Carillo, L. Levy, S. Montiel, A. Guitierrez Cardenas

Absent: A. Sánchez, M. George

- I. Welcome and Introductions (5 min)
- II. Update on student equity plan - Claudia and Anna (5 min)
  - a. Equity plan guides campus efforts the next 3 years on disproportionately impacted students
  - b. First time to college only student data
  - c. Provide feedback – need to capture what we are currently doing to support DI groups; comment on any areas where you see things missing from the strategies.
- III. Meeting times and locations (5 min)

Committee voted to change meeting times and location

  - a. Vote on moving meeting to Thursdays 2:30-3:30pm – majority approved
  - b. Vote on moving the meeting to in-person – majority approved
- IV. Review and update charge – Part I (10 min)
  - a. Vote on Membership

Committee voted to revise the Committee Charge; focused on “Membership” only this meeting; will work on Part II at the following meetings; by the end of the semester we will have a finalized charge that we will share and upload to the website.

Changes to charge - “Membership”

  - i. Faculty – change from 4 members to 4-6 members – Unanimously approved
  - ii.



- iii. Classified – change from “Classified to “Classified/SPAA” – Unanimously approved
- iv. Community Representatives – change from “4 members – ex officio” to 2 members with voting rights – unanimously approved
- v. Chair(s) – change from “Appointed by President” to “Elected by committee” – unanimously approved

b. Elect Chair of committee

-Committee elected Norell Martínez to Chair Diversity Committee

V. Diversity Committee funding (20 min)

Committee receives \$10,000 from the district to do DEIAA work; the committee has received these funds for the past 5 years

a. Work on a process for distributing funds

-Discussed the possibility of exploring spending funds on one or two big events or distributing smaller amounts of funding to different constituencies

-Discussed putting a certain amount of funds aside specifically for student organizations who are doing DEIAA work

-Everyone will be looking into other campuses’ processes and will bring it back the next meeting

b. Create form – next meeting we will work on a form to share with the campus

c. Create rubric – will look at rubrics from other campuses

d. Create timeline – will have a process ready to disseminate to the campus before the end of the semester; Goal is to have something in place two meetings from now

VI. CDAC report back (10 min)

a. District meeting report-back

i. Host at least one DEIAA event this semester

-Other campus Diversity Committees organize DEIAA professional development; we should set a goal to organize at least one this semester

Did not cover the following items due to lack of time



#### Goals for the semester

- ii. Part II revision of charge
- iii. Revisit and discuss the 5-point plan
- iv. Create an EEO rep appointment and report-back process