

## Diversity Committee

### Minutes

18 December 2025

L-206

Attendees: N. Martínez, L. Levy, I. Villaboy, M. George, M. Corro Flores, S. Montiel, S. Al Ajrawi

Absent: A. Sánchez, M. Guitierrez-Aguero, I. Carillo, J. Chambers, N. Sim, A. Guitierrez Cardenas

#### I. District EEO Plan and Advisory Committee Representatives report back – D. Armstrong, J. Hill (15 min)

-Committee meets on a monthly basis with Johanna Polkowitz; lays out the metrics we have to meet for to meet the state standards, one focus is embedding diversity in hiring practice and hiring students; EEO plan is the President's office and the Library are required to have a copy of the EEO Plan; EEO Plan lays out details about components and compliance we must meet.

-Campus EEO rep appointment update:

- Joselyn H. (SPAA) has been part of this committee since it began (2007); she was appointed by the district and President Burgess
- Dee A. (Assoc. Dean) was faculty when she was appointed by President Burgess and stayed in the position after she became an administrator.
- The EEO Plan states that each campus appoints one Classified and one Faculty to the district committee; the President will reach out to our reps in the future regarding appointments.

#### II. Create scoring rubric and scoring format for applications (40 min)

Rubric scoring categories discussed

1. Is this an on-campus activity? Yes/No
2. Demonstrates that the project advances DEIAA (anti-racism, intersectionality, equity)
3. Innovation/creativity
4. Impact on the campus identified community?

5. Clearly communicates how funding will be used; should be weighted less –  
0, 1, 2

III. Final review of Diversity Charge, suggest additions/changes (5-10 min)

- Committee agreed that we should have an attendance policy; we meet an average of 8 times a semester for one hour, for a total of 8 hours per semester; it's important for committee members to be consistent because we are voting on items; committee decided that members should be allowed three absences; after the 3<sup>rd</sup> absence members will need to reapply to the committee