

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:

- Josolyn 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 3rd absence members will need to reapply to the committee
- Committee agreed to set quorum at 50%+1 to vote on action items; based on current membership, that would equal to 7 members
- Committee agreed to set the majority vote at 50%+1