

## MEETING MINUTES

**CALIFORNIA COMMUNITY COLLEGES CHANCELLOR'S OFFICE  
EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND DIVERSITY ADVISORY COMMITTEE**  
Wednesday, June 24, 2020 (10:30 a.m. – 1:30 p.m.)  
Virtual Zoom Meeting

Co-Chair: Dr. Daisy Gonzales (Chancellor's Office)  
Co-Chair: Dolores Davison (President of the ASCCC)

### **Welcome and Introductions**

Dr. Gonzales opened the advisory committee meeting and welcomed everyone attending virtually. Dr. Gonzales commented on all of the new faces to the committee and thanked Dolores Davison for volunteering to be the co-chair of the EEO & Diversity Advisory Committee and congratulated her on becoming President of the Academic Senate of the California Community Colleges.

Dr. Gonzales noted a few changes to the agenda. Specifically, the addition of adding to all future agendas the Chancellor's Office EEO and Diversity Advisory Committee Purpose Statement/Charter. The charter is documented in our agenda to remind us of the language and whether, as written, it is still appropriate for the work that we are doing and the work we hope to do in 2021.

A second change is adding clear goals to the agenda and requesting reports from advisory committee member and their organizations. A key goal in the charter is to provide a space for collaboration and communication and this is why it has been added to the agenda for all future meetings. The Chancellor's office will be listening for any challenges you may be having or any needs that you may have, so please include in your reports.

Lastly, Dr. Gonzales mentioned that committee members will notice a cross pollination of speakers from the divisions of the Chancellor's office to come and speak and this is due to the Vision for Success as it is rooted in equity and EEO is a key focus of our office, it is a key focus of all the work and how it culminates around student success and equity. Today, you will meet a new member to our team at the Chancellor's office, Dr. Siria Martinez who is Assistant Vice Chancellor of the IEPI division and will be presenting on the work IEPI has and how it relates to EEO and Diversity. Moving forward, we will have Vice Chancellor, Lizette Navarette come and speak to us about the budget and how we might be more effective in advocating and collaborating together with her team and another speaker will be Vice Chancellor, David O'Brien from our Government Affairs division.

Below is list of attendees who introduced themselves.

Daisy Gonzales, Deputy Chancellor, CCCCCO  
Dolores Davison, President of the ASCCC  
Stacy Zuniga, State Center CCD  
David Betts, ACCCA, Chabot-Las Positas CCD  
Dr. LaTonya Parker, ASCCC  
Dr. Mayra Cruz, ASCCC  
Sussanah Sydney, Santa Rosa Jr. CCD  
Marissa Perez, Board of Trustee, Cerritos CCD  
Johanna Palkowitz, San Diego CCD  
Hildy Aguinaldo, Member of the Board of Governors  
Angela Hoyt, Cabrillo College  
Eric Ramones, West Valley-Mission College  
Fermin Villegas, CCCCCO  
Pricilla Pereschica, Success Center  
Greg Smith, Shasta College  
Ebony Lopez, CCCCCO  
Tanya Bosch, CCCCCO  
James Todd, San Joaquin Delta CCD  
Dr. Siria Martinez, CCCCCO

## **2. Today's Goals:**

- a. Adopt our FY 2020-21 EEO & Diversity Advisory Committee Goals and Timeline.
- b. Identify areas of collaboration and coordination.

Dr. Gonzales:

This committee meeting has two goals. One goal is to make sure that all of the language was added to the goals sheet from the last meeting as there were edits. If you have any further changes, we should discuss those changes. The second goal is to identify areas for collaboration and coordination. A request for questions or suggested changes to the goals sheet was made. No changes were requested by committee members.

## **3. Approval of the February 13, 2020 Meeting Minutes**

Dr. Gonzales requested to know if any members had any corrections to the meeting minutes otherwise she would like to formally adopt the meeting minutes from December 13, 2020. Consensus was reached through virtual thumbs up from a committee members.

## **4. Chancellor's Office Updates**

- a. Welcome new Advisory members and Assistant Vice Chancellor of Student Equity and Success, Dr. Siria Martinez.

b. Call to Action (see attachments 1 & 2)

c. State Budget Update

Dr. Gonzales sent the below to the Chat Box as an updates on the Budget for CCC.\

For more information please visit the Budget News section of the Chancellor's Office website:  
[www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Budget-News](http://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Budget-News) .

Fermin to complete a memo to the field regarding the EEO allocation fund amount for this year. FON penalties will not be included due to the executive order waiver due to the pandemic.

### **5. EEO Updates from Advisory Committee Members and their Organizations:**

#### **ACCCA Representative – David Betts**

David mentioned that ACCCA has a big focus on professional development and now that he knows this is a part of the agenda, moving forward, he will provide announcements.

#### **ACHRO Representative(s) – Dr. Eric Romanes and Angela Hoyt**

##### **Angela Hoyt:**

As most know, the ACHRO conference will not happen this year but they are talking about having Friday Zoom conferences to provide professional development and training that usually is provided at the ACHRO conference. It would be great to have all of the resources this group has gathered specifically the topics of what the anti-racism community looks like in our community college system and how does it translate for our employees, for our hiring practices and mostly for the students.

At Cabrillo College, an initiative that my department has driven this past season is to eliminate the need for requesting letters of recommendation, particularly with respect to faculty hiring processes as this creates a large barrier for people of color and women. By doing this, our application amount was so much more expanded.

My question is, what type of work, if any, has been done among statewide faculty senate to try and get that message out and to provide the data and information that it is a good practice and that we should all be doing it? Mayra and Angela will connect off-line to discuss this issue and report back later if any new information comes.

##### **Greg Smith:**

Irma Ramos and I participated in a few different task forces representing ACHRO around diversification strategies and in particular the work that we have done with the Academic Senate.

The resources they have been putting together is really exciting. So seeing all of this new work, we reached out to ACHRO and the new equity chair, Shawn Baker Hall and are putting together a workgroup of ACHRO members to start to build templates and processes of what we currently have in the system. It is working really well developing new things that we have not done before. We will provide those to the Academic Senate to include in their modules.

**ASCCC Representative(s) – Mayra Cruz and Dr. LaTonya Parker**

**Board of Governors Representative – Hildy Aguinaldo**

**Classified Representative – Nancy Lopez-Martinez**

No update, did not attend due to technology issues.

**CSSO Representative – Primavera Arvizu**

No update, did not attend.

**Trustee Representative – Marisa Perez**

The league is hosting weekly webinars for trustees every week on Thursdays at 12 noon.

Calendar of events below.

On July 4, 2020 they will host a discussion on Diversity, Equity and Inclusion.

On July 11, 2020, a trustee call to action with African American male Education Network and the African American CCC trustees.

There is interest in the league of have a webinar on policing, Administration of Justice Programs, campus policing and also a webinar on hiring.

November 17 -20, 2020 – The league’s annual convention will be virtual this year.

There is discussion about having a group of trustees to discuss DEI at the plenary level.

Lastly, June 5, 2020, the trustees and the CEO board approved a joint resolution approving our commitment to student success for black and African American students.

**6. California Community Colleges Registry Update (see attachment 3)**

Fermin Villegas:

Beth Au, Registry representative could not attend today’s meeting due to a training at her college but she did submit two documents which summarize the state of the registry. Please see attachments 3 and 3A.

The recommendation in the taskforce report about the registry, the Chancellor's office has searched for consultants to look at a broad view of the registry and a consultant has been hired. Beginning in July 2020 they will take a deep dive, reach out to stakeholders in various groups to see what is in the system and what the needs are for the registry. The consulting group hired with provide recommendations, we will consider those recommendations and bring it back to the committee to review. The recommendation would be presented to BOG at the September meeting and finalized in November. Implementation will be in 2122.

A question came up in committee of who is designing the questions. The questions are being designed in-house by the IEPI division. Dr. Gonzales states that we should also consider some in this group like Dolores, David and Greg. David agreed to assist. Fermin stated that anyone else who wishes to help to please email him.

Lastly, one committee member stated that his hope would be that underrepresented districts be represented and looked at with regard to the registry. The smaller district do not have other platforms like bigger district, they just have the registry. Mr. Villegas confirmed that they are looking at a large overview of districts, so small district would be included.

## **7. Update on EEO Plans & MM Working Group with proposed adoption of the new DEI statement**

Mr. Villegas gave an update and timeline for approval of the Diversity, Equity and Inclusion Title 5 regulation and also discussed was the statement. The regulation will be submitted for approval in the July Consultation Council (CC) and BOG meeting for a first reading. In the September BOG meeting the regulation will be on second reading and hopefully adopt by the Board.

The statement was reviewed by this advisory prior to the adoption by the BOG in September 2019. The statement, if changes are suggested by this committee they would need to made and considered by the DEI task force.

The regulation can be changed now and also when it is out for comment.

Two committee members had issues with the word "vestiges" in section c of the regulation and recommended it be removed.

Fermin requested that all changes/comments by the committee members be emailed to him by Friday, June 26<sup>th</sup> in order to meet the CC deadline.

Dr. Gonzales asked the academic senate how they came to removing the word vestiges from their statement? Dolores states the statement came to a plenary session and someone brought up that the word vestiges should be removed so it was struck from the statement.

Tanya Bosch is to send the regulation language viewed in the meeting to all EEO members and state when all comments are due for submission to Fermin Villegas.

A second update Fermin provided to the committee was an update on the EEO plans and MM working group. They are working on the title 5 regulations and hope to be finished with all updates by early next year, 2021 with implementation to all in the 2122 academic year.

#### **8. FY 2020-21 Goals for the EEO & Diversity Advisory Committee (see attachment 4)**

Dr. Gonzales:

The advisory committee determined that there would be five goals. The first two goals are regulations and the third one is related to disseminating a guidance memo. The fourth goal was improving the registry and advocating for additional resources, ongoing, and to review in December 2020. The fifth goal was to host one annual professional development event which will be hard as we are stuck in a virtual world currently but if we are creative we can do it. There was also discussion of a webinar series early on that meets our needs. Dr. Gonzales asked for any comments or question from the committee member. No comments from members. Dr. Gonzales asks for the groups support and received at least four thumbs up. The committee will use this goals document to hold ourselves accountable for future deadlines.

#### **9. EEO & Diversity, Equity & inclusion Professional Development & Technical assistance tools for IEPI (Dr. Martinez) (see attachment 5)**

Dr. Gonzales introduced Dr. Martinez who is our new assistant vice chancellor who leads our IEPI division. Dr. Martinez will discuss the efforts her division is working on related to EEO and Diversity and to also seek your input on the document she is presenting to our members (see attachment 5).

Dr. Martinez stated that IEPI funds are used in two ways. The first is to promote the technical assistance to create college districts and demonstrate low performance in areas of operation and the second way IEPI may use funds is to provide regional and online workshops and training to community college personnel to promote statewide priorities including statewide initiatives that align with the BOG vision for success. Attachment 5 contains calendar events, please view for more information on upcoming workshops and events for 2020-2022.

Dr. Martinez would like to know from members what the needs are so she can start working with her team. Some suggestions from members would be around professional development opportunities, to launch the toolkit. Stage workshops and trainings.

Another suggestion was to put together a quarterly, one page newsletter that goes out to highlight all the different resources available to everyone in the field. Place the newsletter on the Vision Resource Center.

Dr. Gonzales stated that one of the charters of this advisory group is to communicate with the field and feels that congregating all the resources highlighted and sharing it with others in the field would be great.

#### **10. Events & Resources / Announcements from Advisory Committee Members**

No information to add to this section as announcements were covered in #5.

#### **11. Future Advisory Committee Meetings in 2020. August 13<sup>th</sup> and December 10<sup>th</sup>.**

A conflict was mentioned regarding the next EEO meeting date of August 13, 2020. August 13, 2020 is the ASCCC's executive committee meeting so all faculty representative on the committee will not be able to attend and are requesting if the meeting can be moved to the morning of August 12, 2020. The following week is Consultation Council on that Thursday and they may need to meet before CC's deadline and also the BOG submission deadline of August 28, 2020, to discuss the EEO plan and the regulation changes. Dr. Gonzales asked if there were any challenges from members for the August 12<sup>th</sup> date or the December 10, 2020 dates, no challenges found. Greg, did bring up that there is a DEI taskforce meeting in the afternoon of the 12<sup>th</sup>. Dr. Gonzales confirmed this and said that the Chancellor's office will follow-up with a Doodle poll for August 12<sup>th</sup> date. The key focus will be the EEO plans and regulations.

Dr. Gonzales thanked everyone for joining us today and for being open to have this conversation.

#### **Attachments:**

1. 2020 DEI Legislative Report
2. Call to Action Letter
3. CCC Registry Update
4. FY 2020-21 Goals for the EEO & Diversity Advisory Committee
5. Professional Development and Technical Assistance from IEPI

#### **Chancellor's Office Equal Employment Opportunity and Diversity Advisory Committee Purpose Statement**

"The purpose of the state Chancellor's Office Equal Employment Opportunity (EEO) and Diversity Advisory Committee is multifaceted. The Advisory Committee will facilitate and improve the communication between the state Chancellor's Office and the community college

districts in regard to human resources matters with a focus on diversity and EEO Programs. The Committee is also a forum for the exchange of information to drive the promotion, creation or implementation of effective EEO and diversity programs. The Committee will develop resources such as samples and best practices which can be shared with districts throughout the state. The Committee consists of a diverse representation of community college constituency group leaders and human resource professionals throughout the state. The statewide EEO and Diversity Advisory Committee meets quarterly throughout the year to exchange information, develop resources, and promote best practices on issues related to diversity and the community college district EEO programs.” — *Purpose Statement 2017 Legislative Report*

**Chat Box – EEO & Diversity Advisory Committee 6-24-2020 – Cut and Paste from Zoom.**

From Marisa Perez to Everyone: 10:30 AM

Marisa Perez, representing the CCCT Board - here :-)

From Mayra Cruz (she/her/ella) to Everyone: 11:05 AM

ASCCC Model Hiring Principles & Procedures (launching late summer 2020)

<https://ccconlineed.instructure.com/courses/5733>

From DR. LATONYA PARKER to Everyone: 11:21 AM

In addressing systemic change in CCC's, specifying or presenting a model of what an anti-racism climate looks like. Yes, this will be different for each institution.

Accountability- What happens when local BoT's do not respond to the Call to Action?

From James Todd to Me: (Privately) 11:25 AM

tonya, I'm getting pulled into an emergency meeting with my president. I'll try to return as soon as possible.

From DR. LATONYA PARKER to Everyone: 11:28 AM

Well stated David, Thank you!

From Daisy Gonzales to Everyone: 11:28 AM

For California Community Colleges, the 2020-21 budget agreement prevents cuts to apportionments and categoricals. Rejects the May Revision proposal to cut apportionment funding.

Approves the May Revision proposal to extend minimum revenue provisions (hold harmless) under the Student Centered Funding Formula by an additional two years.

No COLA and no enrollment growth.

Approves a \$662.1 million deferral from 2020-21 to 2021-22. Includes trailer bill language to allow hardship exemptions.

Includes a trigger deferral of \$791.1 million Proposition 98. This deferral would be withdrawn if the state receives federal funding. Includes \$120 million one-time from Proposition 98 and federal funds to support a basic needs/learning loss/COVID-19 response block grant to colleges. Support expenses such as mental health services, housing and food insecurity, re-engagement for students who left college in Spring 2020, technology and development of online courses, and student supports.

Protects against cuts to any categorical programs, the Strong Workforce Program and Student Equity and Achievement, keeping the programs at 2019-20 spending levels.

Creates a food pantry expense within the Student Equity and Achievement Program.

Provides \$10 million ongoing support for immigrant legal services.

From Daisy Gonzales to Everyone: 11:28 AM

Reduces funding for Calbright College by \$5 million ongoing and \$40 million one-time.

Prohibits community college district boards from terminating the services of any permanent or probationary classified employees of the school district or community college district that hold classifications in or are assigned to positions in nutrition, transportation, or custodial services.

For more information please visit the Budget News section of the Chancellor's Office website: [www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Budget-News](http://www.cccco.edu/About-Us/Chancellors-Office/Divisions/College-Finance-and-Facilities-Planning/Budget-News).

From Marisa Perez to Everyone: 11:41 AM

Daisy, may I please give my update next? I need to leave for an appointment. Sorry about that. Thank you!

From Daisy Gonzales to Me: (Privately) 12:02 PM

please scroll down on the screen agenda  
how many more items do we have?

From DR. LATONYA PARKER to Everyone: 12:05 PM

CSSO rep who is not here should be considered to assist with the recommendations as well

From Dolores Davison to Everyone: 12:06 PM

Absolutely. Thank you Dr. Parker!

From Angela Hoyt to Everyone: 12:37 PM

Thank you. Where can I find a copy of the document Fermin is discussing and is showing on the shared screen?

From Ebony to Me: (Privately) 12:41 PM

can you zoom out to show the full statement

From Stacy Zuniga to Everyone: 12:47 PM

This statement is located in Appendix B of the Vision for Success Diversity, Equity, and Inclusion Task Force document that was sent to us (page 30)

From Angela Hoyt to Everyone: 12:48 PM

Thank you Stacy!

From Mayra Cruz (she/her/ella) to Everyone: 01:12 PM

Name “explicit bias”

I would also like to suggest that we expand the concept of cultural competence to include the spectrum to cultural proficiency and cultural humility.

From Eric Ramones to Everyone: 01:15 PM

I have to go to another zoom meeting. Thank you everyone for this important work and I will be in touch with Daisy offline.

From DR. LATONYA PARKER to Everyone: 01:15 PM

<https://docs.google.com/document/d/1iO7XccxJ2a9keKSm4z2kXF6D3sz-PugCGlZ00tALAFe/edit>

From Dolores Davison to Everyone: 01:15 PM

Thanks Eric!

From Mayra Cruz (she/her/ella) to Everyone: 01:22 PM

<https://asccc.org/content/introducing-cte-minimum-qualifications-toolkit>

This is the correct link of the CTE Faculty Minimum Qualifications Toolkit

[https://www.asccc.org/sites/default/files/ADAversion\\_CTEMinQualsToolkit.pdf](https://www.asccc.org/sites/default/files/ADAversion_CTEMinQualsToolkit.pdf)

Thank you all!