**CAMPUS EQUITY AND DIVERSITY COMMITTEE**

(Governance Committee – Reports to President’s Advisory Council)

Purpose

The Campus Equity and Diversity Committee promotes a climate of equal access and opportunity in order to improve workforce diversity. The Committee also seeks to strengthen and expand the ability of administrative officers and employees to demonstrate sensitivity to, and understanding of, the values and benefits of diversity among college students and the workforce.

Function

1. Review the Equal Employment Opportunity Plan and make recommendations biennially.

2. Review college employment practices, Board Policies as they relate to the committee’s purpose, and develop recommendations to ensure that such practices reflect a sensitivity and understanding of student and employee diversity.

3. Ensure that employment policies and practices eliminate bias and unlawful discrimination in the hiring process and in the workplace.

4. Assess campus climate relative to equity and diversity issues and make recommendations for policy and program changes as necessary.

5. Review and recommend appropriate training on the requirements of applicable Title 5 regulations and of state and federal nondiscrimination laws as necessary.

6. Communicate recommendations and EEO related policies and adopted policies to the District and the campus community.

Membership (15) (This committee will have a tri-chair which will include a faculty representative, a member of the Academic Senate Executive Board, and a Classified Representative)

|  |  |  |  |
| --- | --- | --- | --- |
|  | Position Represented | Name | Term |
| 1. | Director, EEO Programs (Co-Chair) | Sokha Song | ongoing |
| 2. | Vice President, Human Resources or designee (Ex-officio) | Abe Ali | ongoing |
| 3. | Faculty (appointed by the Academic Senate) | (Co-Chair)Lina Soto | 2016-19  |
| 4. | Kambiz Khoddam | 2016-19 |
| 5. | Genene Arvidson-Perkins | 2017-20 |
| 6. | Maria Davis | 2017-20 |
| 7. | Susan Wright | 2015-18 |
| 8. | Michelle Stewart-Thomas | 2015-18  |
| 9. | Management (appointed by the Management Steering) | Clarence Banks | 2017-20 |
| 10. | Classified (appointed by CSEA 262)  | Rosa Asencio | 2015-18 |
| 11. | Classified (appointed by CSEA 651) | Ruben Flores | 2015-18 |
| 12. | Classified (appointed by Classified Senate) | TBD | 2017-20 |
| 13. | Continuing Education (appointed by Continuing Education) | Lorina Boon | 2016-19 |
| 14. | DSP& S (appointed by DSP&S) | Manoj Jayagoda | 2015-18 |
| 15. | Confidential (appointed by Confidentials) | TBD | 2017-20 |
|  | Student (appointed by the Associated Students) | Brenda Noarbe | 2017-18 |

|  |  |
| --- | --- |
| 2017-18 Committee Goals | Link to College Goal # |
| GOAL #1: | Committee website up-to-date | 6, 9, 10,11, 14 15 |
| GOAL #2: | Continued training as required in the District’s EEO Plan. | 4, 9, 10, 11, 12, 14 |
| GOAL #3: | Promote and support cultural events, diversity dialogues, forums and cross-cultural workshops conducted on campus or in the community | 1, 2, 7, 9, 10, 12, 13, 14 |
| GOAL #4: | Continue to recommend programs to support employees such as mentoring, professional development, and leadership opportunities. | 9, 10, 12, 14 |
| GOAL #5: | Review District’s publications, marketing tools and website. | 9, 10, 12, 14 |
| GOAL #6: | Review and recommend current awards and criteria to promote and recognize employees who have promoted diversity and equal employment opportunity principles. | 4, 9, 10, 12, 14 |

Membership Meeting Times:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| COMMITTEE TYPE | CO-CHAIRS | MEETING SCHEDULE | LOCATION | TIME |
| Governance | Lina Soto / Sokha Song | 2nd Monday of the month | 4-2320 | 9:00-10:30 a.m. |

Person Responsible to Maintain Committee Website: Joanne Franco

 jfranco@mtsac.edu, ext. 5484

College Website Link and Last Time Website Was Updated:

<http://www.mtsac.edu/governance/committees/diversity/index.html>