Dr. Gularte handed out the Safe Zone program information packet that will be presented to the Board at its meeting on December 11, 2013. Lance Kayser and Dr. Gularte will be the presenters and it is early on the agenda.

The committee reviewed the section on handling a harassment report effectively and confidentially.

The revised version of the demographic data packet that will be presented to the Board was handed out, the revision was an additional column for total number of applicants interviewed. The committee feels there should be another column for "Those who met minimum qualifications". The Human Resources office will be responsible to make sure this data is added to the demographics report for each recruitment.

The Districts demographic data reflects the federal ethnicity codes.

Dr. Gularte shared that out of all the other districts in the state our District is one of the few who have completed its EEO plan which includes the new Title 5 regulations. Within that number of completed EEO plans there are only two districts, Cerritos College being one, who had the assistance of the authors of Title 5. The State Chancellor was very surprised to find out that our District EEO plan has not been adopted by the Board of Trustees.

It was suggested that a couple revisions be made to our EEO plan prior to being presented to the Board again.
Under section XII the committee would like to add methods that are being taken to address the under representation of some ethnicities within the applicants. Section XIII is to have a narrative added on how the District is addressing this issue.

Dr. Gularte met with Ruben Smith, Board Attorney, in December to go over Title 5 and explain it to him. Tim Juntilla suggested that a timeline be added to the presentation to the Board reminding them that Dr. Gularte has met with the Board’s attorney three times to go over this.

The committee will be working on a list of local organization for the District to reach out to and to send out the annual notice of EEO to.

The Diversity plan is being worked on and the goal of this committee is to have the Human Resources area finished by May 2014.

The committee is working on a list of cultural events to bring to the campus. There was a discussion about conducting a Campus Climate Survey - Diversity EEO Inclusion, to find out what students and the community would like to see on campus.

Norma Rodriguez motioned to approve the November 19, 2013 minutes and Amna Jara seconded the motion all was in favor.

The dates for upcoming meetings are:

January 21, 2014
February 18, 2014
March 11, 2014
April 15, 2014
May 13, 2014

Meeting Adjourned.

The next meeting will be held on January 21, 2014 at 10:00 am in LC57.