



**Riverside Community College District  
Council on Diversity, Equity and Inclusion**

**February 28, 2020**

**1:00 pm – 2:30 pm**

**District Office**

**Human Resources and Employee Relations Conference Room  
Room 214A**

Committee Members							
X Indicates Attendance							
Lorraine Jones		David Torres		Adviye Tolunay		Gustavo Ocegüera	
Diana Torres		Diana Meza		Lizette Tenorio		Diana MacDougall	
Georgina Villaseñor		Miguel Contreras		Bernice Delgado		Benjamin Vargas	
Erica Mosley		Andrew Sanchez		Brady Kerr			

1. Welcome
2. Review and discussion of updated workforce and applicant pool analysis.
3. Enhancing Title 5 training for screening and selection committees.
  - Identifying Biases and Cultural Misunderstandings as Potential Barriers for Diverse Applicants
  - Strategies for Integrating Cultural Competencies in the Hiring Process
  - Potentially Sensitive Interview Situations and How to Handle Them
4. EEO Plan Revisions and Update Planning
5. Revisiting EEO Multiple Measures Focus Areas
  - Method 3: Incentives for hard-to-hire areas/disciplines
  - Method 8: Diversity incorporated into criteria for employee evaluation and tenure.
6. Meeting Planning
7. College Diversity Committee Updates
  - a. Moreno Valley College
  - b. Norco College
  - c. Riverside City College