

Riverside Community College District
DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY SUB-COMMITTEE
April 18, 2025

Notes

Committee Members Present:

Tammy Few, Vice Chancellor, Human Resources & Employee Relations
Lorraine Jones, District Compliance Officer
Roosevelt Charles, Vice President, Student Services, MVC
Greg Ferrer, Director, Disabled Student Services, NC
Tracy Fisher, Director, Center for Social Justice and Civil Liberties
Malika Bratton, Instructional Department Coordinator, RCC

Committee Members Absent:

Lijuan Zhai, Associate Vice Chancellor, Educational Services
Ed Rice, Associate Professor, Journalism, MVC

Note taker:

Rosa Espinoza-Leal, Executive Administrative Assistant

- I. Welcome and Call to Order
 - a. Called to order at 3:00pm
- II. Updates and Discussion
 - a. Equity, Social, Economic, and Environmental Justice Committee Updates
 - i. Annual EEO Certification Form (Y1) (DEIA)
 - 1. Successfully presented to Chancellor's Cabinet and BOT
 - ii. EEO Update Workforce and Applicant Analysis (DEIA)
 - 1. Successfully presented to Chancellor's Cabinet and BOT, some confusion around disaggregated data and how it works, Trustee Figueroa expressed concerns that there weren't more people of color invited to interview; if representation of people of color in recruitments is small (low number of applicants) it is less likely that any of them will move forward due to their smaller numbers in the pool; still work to be done; focus on not having local preferred qualifications that are artificially limiting people's ability to move forward in the process; are underrepresented in faculty and management positions; do not have underrepresentation issues in the classified professional workforce; a limiting factor in Faculty and Administrative positions could be when requiring 2 or more years of CA Community College experience, is artificially limiting the pool, could be missing out on candidates with amazing transferrable skills but no CCD experience; at next meeting on 5/7 will be presenting plans to do focus groups at each college with college specific data (specific to each location); hope to come back with more strategic recommendations and initiatives.

- a. Suggestion for having an avenue for training or workshops that would comb through application materials, specific workshops on how to navigate through the process.
- b. Currently have Hire Me workshops for Associate Faculty; to look at how to expand similar opportunities to other employee groups.
- c. Suggestion of looking at how to expand diversity of Faculty across disciplines that are not non-traditional, i.e. ethnic studies; i.e. how to expand diversity in Math and all other areas where traditionally haven't had representation; work to be done in the focus groups to tap into this
- d. Suggestion to have master level programs to create pipelines for Faculty and Managers; to what extent they can be given consideration.
 - i. Currently do have a Faculty Internship Program, haven't seen the colleges utilize this
 - 1. Possibly Region 9, coming in as Volunteers currently
 - 2. Believe it's different, possibly under HR, possible path in Nursing programs, sometimes come through as Volunteers, not through formal District offers
 - ii. Could reach out to VC Bishop as he has meetings with College VPs, programs are coordinated by staff at the college level, they would need to be engaged
 - iii. Dual Enrollment, also have issues here, have spoken about using that program as a bridge with K12 requirements and minimum qualifications in CA; need to deal with this piece.
- e. Recruitment Workforce Group reviewing APs to find areas that can streamline/update, finished AP on Associate Faculty and discussed about wanting to have administrators formally in that process, currently have Dept Chairs or SME's with administrators just signing off; Dept Chairs want more tools and resources to help in the recruiting efforts, have always been treated more as contingent workforce, need to look at them as more of a feeder; streamline and structure process; are currently only coming to HR when they can't find someone for the position; also no formal process for Non Classified Short Term

2. Updated data for Fall 2024 to be presented at next meeting.

iii. RCCD New Strategic Plan Workgroup and Draft Timeline (Governance)

III. Next Meeting

- a. May 5, 2025, 2pm to 4pm

Adjourned at 3:23pm