

X. Analysis of District Workforce and Applicant Pools. This section needs to show what we are doing as a campus versus what we will be doing. Charlie will work with Human Resources to see what can be listed under Strategies to Mitigate any Identified Adverse Impact.

3. Sexual Orientation and Gender Identity Data

The goal is to retrieve usable data for our current employees who have responded in Workday for sexual orientation and gender identity. It would be helpful to have another campaign in the spring to get the word out as to the importance of the data that is being requested. Currently we have a low return rate and would like to focus on the social justice aspect and how it reflects our students.

Wendy provided a link to the SOGI web page that is currently being updated. The Google Doc that was discussed will be linked to this page. There will be a QR code where people can update their information. www.miracosta.edu/idea
The actual SOGI web page is currently being created. A request was made to Web page has a lot of Q/A and has been well vetted.

4. Meeting Dates December/January

The next meeting will be Wednesday, December 13, 2023, at 4 p.m. via Zoom.

5. Next Meeting TBD