

Members Present: Maria Bucio, Laura Davis, Sylvia Harrington, Luke Lara, Nick Mortaloni, Charlie Ng, Al Nyman, Edward Pohlert, Wendy Stewart

Members Absent: N/A

Resources: Nashona Andrade, Chris Tarman

1. Review November 30, 2023 - Meeting Minutes
The committee reviewed the minutes from the November 30, 2023, meeting.

2. EEO Plan

EEO Plan Feedback

with the committee.
Feedback was given on post-hire strategies, components 3, 5, 9, 10, 11, and 13 in addition to Component 13. Clarification on the post-hire strategies for exit interviews will be clarified in how they will be conducted and recorded. There was an extended recommendation on the area of professional development and mentoring support. Charlie will expand on this area for the final EEO plan. An inquiry was made on if the mentoring support will be part of the onboarding program. There is not a formal mentoring program, however, hopefully we can do some collaboration with this as part of onboarding.

Component 3: Advised that our AP 3410 Nondiscrimination is missing immigration status.

4. Meeting Dates A meeting will be scheduled after Martin Luther King Day.
5. Next Meeting TBD