



Co-Leads

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Task Force Members

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| <input type="checkbox"/> Matthew Berkley | <input type="checkbox"/> Patty Glover | <input type="checkbox"/> Dr. Nicole Smith |
| <input type="checkbox"/> Dr. Malaika Brown | <input type="checkbox"/> Dr. Lan Hao | <input type="checkbox"/> Jeffrey Thompson |
| <input type="checkbox"/> Dr. Melissa Christian | <input type="checkbox"/> Gino Munoz | <input type="checkbox"/> Dr. Maryann Tolano-Leveque |
| <input type="checkbox"/> Peter Cross | <input type="checkbox"/> Michelle Ramirez | <input type="checkbox"/> Briceyda Torres |
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| <input type="checkbox"/> Brenda Fink | <input type="checkbox"/> Arvin Shahid | <input type="checkbox"/> |
| <input type="checkbox"/> Christina Garcia | <input type="checkbox"/> La'Kisha Simpson | <input type="checkbox"/> |

**Diversity, Equity, and Inclusion Task Force Meeting Highlights
Friday, October 8, 2021**

The meeting began with a welcome and introductions and an update from Superintendent/President, Dr. Greg Schulz, regarding the newly posted DEI director position. Dr. Schulz led a discussion about recruitment and selection for the position including a brief review of the relevant administrative procedure (AP) 7501 Recruitment and Selection: Classified Administrator/Manager and Supervisor Confidential.

As mentioned in the previous meeting highlights, in June 2021, the task force worked collectively on shared definitions for the terms diversity, equity, and inclusion. Task force members felt that a graphic to help illustrate the definition for equity would be helpful. Initial reaction to a draft graphic was captured, and new versions were shared and discussed. The task force selected a graphic which will soon be ready to include and post with the previously developed definitions.

As mentioned in the previous meeting highlights, the task force has completed two phases of the gap analysis including a review of board policies, administrative procedures and Citrus College major planning documents. For the third phase, the task force discussed plans for collecting broad input from the college community. The task force discussed details and plans for implementation and data collection including specific questions and topics to explore. Short-term and long-term data collection methods were selected. For short-term collection of feedback, the task force will work in collaboration with the Office of Institutional Research to develop a student and an employee survey to take place in spring 2022. Qualitative methods will be utilized as longer-term data collection. Planning will continue throughout October and November with the November task force meeting being cancelled to allow for completion of this work. Progress and plans for implementation will be shared with an opportunity to solicit feedback at the December 2021 meeting.