

Equal Employment Opportunity Advisory Committee (EEOAC)

April 27, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

Present:

Absent:

[EEO Plan 2017-2020](#)

- I. Approval of Minutes:
 - A. [February 23, 2021](#)
 - B. [March 9, 2021](#)
 - C. [March 23, 2021](#)
 - D. [April 13, 2021](#)
- II. Committee Process Conversation
 - A. Committee to think over this and bring it back for this meeting
 1. Potentially cancel May 11th meeting, as that is after faculty contract?
 2. [Guideline Ideas](#)
- III. [EEO Plan 2017-2020](#) for 2020-2023
 1. **Notify members if we take to Board before the next meeting.**
 2. EEOAC members to take document to groups as information for objectionable concerns or missing items concern as a clean copy pdf.
 3. [EEO Plan Data](#)
 - a) [EEO Plan Data Tables. Final data table.](#)
 - b) EEOAC provided feedback last meeting on analysis language
 - c) *Community meetings re decreased Hispanic applicants*
 - (1) *Open House?*
 - (2) *Hire me meetings?*
- IV. [DEISJ Award](#)
 - A. SEL classes/badges
 - B. Not completely developed
 - C. What is a Diversity Champion?
 - D. VRC content?

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- E. Add Anselmo and SEL representative in this conversation.
- V. Market EARGs: [Los Rios Example](#)
 - 1. Create the web page (Los Rios) that is linked to resource group pages (omni). Cannot link to external websites. How creative can the pages be.
- VI. [Checklists for EEO facilitator](#)
 - A. Selection Process for EEO reps, specific training
- VII. Interview Diversity Questions and Application Diversity Questions
 - 1. [Sample OWU](#)
 - 2. [EEOAC Diversity Questions - working document](#)
- VIII. EEO Mini-grant program -
<https://www.vcccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>
- IX. Equity - definition campus-wide, needs a consensus. EEOAC and Executive Director DEI
- X. Faculty Project Match similar program
 - A. [LACCD Project Match](#)
 - B. Success through Equity Achievement Award Program
 - C. In existing SEL programming?
 - D. Former HR program - list of things
 - E. Dallas Community College? 5yr program
 - F. Hire Me workshops for classified.
- XI. Relocation allowance for new hire faculty - past amount, \$2k?
 - 1. [MOU](#)
- XII. Success through Equity Achievement Award Program
- XIII. PT Faculty Selection Process
- XIV. 2022 topics:
 - A. Intentionality
 - B. Disaggregation
 - C. Education

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Roster:

Voting Members

1. Roxane Byrne (Office of Equity Representative)
2. Sherie Higgins (CSEA)
3. Tim Stone (CSEA)
4. Camila Acosta(faculty/AS)
5. Andrew Gil (faculty/AS)
6. Jeanette Chian Brooks (ALA)
7. Luz-Reyes Martin (ALA)
8. Joyce Coleman (cabinet-level administrator)
9. Carson Mitchell* (ASG) *Interim, pending appointment from ASG for permanent*

Non-voting members

10. Michael Shanahan (VP of HR, *not counted as quorum*)

SBCC has established an Equal Employment Opportunity Advisory Committee (EEOAC) to act as an advisory body to the equal employment opportunity officer and the institution as a whole to promote understanding and support of equal employment opportunity policies and procedures. The Equal Employment Opportunity Advisory Committee assists in the development and implementation of the Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for Plan revisions as appropriate.