



EEOC/Staff Diversity Advisory Committee
MINUTES
October 3, 2002

The first meeting of the Equal Employment Opportunity Advisory Committee was held on Thursday, October 3, 2002, in the Maple Room. The meeting was called to order at 3:02 p.m. by Dr. Jack Miyamoto.

Roll Call

Members Present: Nancy Horio, Diane McAllister

Members Absent: Suzanne Gavin, Deborah Dozier, Fred Gravatt, Nimoli Khurana, Michael Mufson, Fari Towfiq, Carmen Eckman, Jose Vargas, Alonzo Coleman

A. Minutes

B. Discussion Items

1. New Name

Jack explained that due to the revisions in Title 5 Section 53000 et al, which eliminated all reference to affirmative action, the new title of the group will be the EEOC/Staff Diversity Committee. The new title is per the Chancellor's Office directive.

2. 2001-2002 Diversity Hiring Statistics

Nancy Horio provided the Committee with the hiring statistics for 2001-2002. The statistics show that of the District's 123 new hires, 33.3% were from under-represented groups. Individual group statistics were as follows:

Executive Management/Managerial

Hired 9 new employees; 33.3% underrepresented

Faculty

Hired 12 new faculty; 16.7% underrepresented

Professional (non-faculty)

Hired 11 new employees; 36.4% underrepresented

Classified

91 new employees; 35.2% underrepresented

3. Special Project Support - Michael Mufson

Michael Mufson, again this year through the Fine Arts Department, will coordinate an event centered on social issues. More details will be provided by Michael at the next meeting.

The Committee agreed to support these efforts by contributing \$3,000.

4. Diversity Conference Support - Diane McAllister

It was agreed to provide up to \$3000 for in-kind support again this year for the Leadership Alliance Conference held in San Diego in the spring. Diane McAllister is a member of the Board of Directors. Palomar's contribution is the printing of a piece of advertising for the conference.

5. Proposed Budget for 2002-03

Jack distributed the proposed budget for the year. It was agreed to encumber \$3,000 each for support of Michael Mufson's special project and the printing of the brochures for the Leadership Alliance Conference.

6. Unlawful Discrimination Complaint Policy/Procedures Draft

Jack distributed a draft of the revised Unlawful Discrimination Complaint Policy/Procedure. Due to revisions in Title 5, the Chancellor's Office has directed each community college to revise its discrimination complaint procedure to align with the changes. This draft was distributed at the Tuesday's Strategic Planning Council meeting. The Board approved final document needs to be submitted to the Chancellor's Office by December 31, 2002.

7. Other

Jack will follow-up with Linda Locklear regarding her request last year to provide financial assistance for the Native American event that will be held on campus next month.

C. Action Items

D. Legislative Advocacy

E. Reports of Constituencies

F. OTHER ITEMS

Next Meeting – November 7, 2002