



**EEOC/Staff Diversity Advisory Committee**  
**MINUTES**  
**November 7, 2002**

The Equal Employment Opportunity Advisory Committee was held on Thursday, November 7, 2002, in the Maple Room. The meeting was called to order at 3:02 p.m. by Dr. Jack Miyamoto.

**Roll Call**

Members Present: Debbie Dozier, Suzanne Gavin, Nancy Horio, Jack Miyamoto, Fari Towfiq

Members Absent: Fred Gravatt, Michael Mufson, Carmen Eckman, Jose Vargas, Alonzo Coleman

A. **Minutes** – Minutes of the October 3, 2002, meeting were read and approved.

**B. Discussion Items**

1. **Special Projects**

Michael Mufson, who is presenting “Speak Out” again this year on campus, was absent from the meeting and therefore any specific information regarding the production and surrounding events was unable to be presented. Jack informed the Committee that this project had been approved to be funded at the last meeting in the amount of \$3000.

2. **Diversity Conference**

Jack shared with the group that the printing of some brochures for the conference was being done by the college per our agreement of in-kind services. He also mentioned that at a later date the committee would discuss the possibility of providing scholarships for faculty, staff, and students to attend this conference, depending on our budget capabilities.

3. **Unlawful Discrimination Draft Policy**

Jack discussed with the Committee the draft of the Unlawful Discrimination Policy that is currently being circulated. Jack explained that the timetable for approval by the Board was December with the Board approved policy forwarded to the Chancellor’s Office by December 31, 2002.

Jack explained that all community college districts have been directed by the Chancellor’s Office to revise their discrimination policies and procedures to comply with Title 5 revisions. Jack reviewed with the Committee the major difference between the existing policy and the draft. Debbie Dozier questioned why the draft language for protected groups was not as encompassing as the current policy. Jack explained that Title 5 compliance language was being used and that the groups that are omitted from this policy are protected by other areas of Title 5 or state and federal law. Debbie felt that the District should make the language as broad as possible. Suzanne Gavin said the District should stick to the directive from the Chancellor’s Office to use the Title 5 language. Jack also reviewed with the Committee the Faculty Senate’s suggested revisions to the draft as submitted to SPC on Tuesday.

C. **Action Items**

D. **Legislative Advocacy**

E. **Reports of Constituencies**

F. **OTHER ITEMS**

The meeting adjourned at 3:55.