



EEO ADVISORY COMMITTEE
Minutes
October 5, 2006

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 5, 2006, in room LL-112. The meeting was called to order by John Tortarolo at 3:00 p.m.

Roll Call

Members Present: Steve Brazeau, Alonzo Coleman, Tanisha de la Torre, Lisa Faas, Francisca Gonzalez, Laura Gropen, Shawna Hearn, Martin Japtok, Rafiki Jenkins, Susan Miller, Shannon Lienhart, Anne Stadler, John Tortarolo, Fari Towfiq

Members Absent: Ryan Emerick, Nancy Horio, Diane McAllister

I. Minutes

The minutes from the May 4, 2006 meeting were reviewed and approved.

II. Old Business

A. None

III. New Business

A. Introductions and Welcoming New Members

John Tortarolo welcomed everyone to the meeting and asked that each person give a brief introduction of themselves.

B. Discussion of Committee Role

John Tortarolo explained that role of the committee this year will be to help the college take the Model EEO Plan and customize it to the needs of Palomar.

C. Discussion of Model EEO Plan

John Tortarolo informed the committee that Human Resources would print for each HRSPC member a copy of the Model EEO Plan. He indicated that this Plan will need to be changed to fit the needs of Palomar.

John Tortarolo reported to the committee that he and Shawna Hearn attended the Equal Employment Diversity and Equity Consortium, Model Equal Employment Opportunity Plan and Guidelines for California Community College Workshop. The workshop presented and discussed the EEO Plan.

At the meeting attendees voiced their concerns with the Plan, which included lack of local demographic comparison data, the Graduate Assumption Program of Loans for Education (GAPLE) plan and the way the college would need to collect data and report on disabled employees. Currently the Chancellor's Office is unable to provide local demographic data, and only has State data. Palomar will need to come up with a way to obtain local data. One source that could be used is SANDAG's data warehouse. John Tortarolo indicated that the GAPLE is a plan that encourages students to complete their graduate education and serve as faculty and staff at accredited California Community Colleges or Universities. The concern is that this program may not be funded in the future, yet colleges are encouraged to promote GAPLE to their students. John Tortarolo stated that there are two definitions when it comes to disabilities. The first is the Federal ADA definition and the second is California's definition.

John Tortarolo informed the committee that the next step will be to review all the pieces of the Model EEO plan to determine what section to begin with.

D. 2007 Unity in Diversity Event

The committee discussed areas of the 2006 event that went well and things that did not go well. Members all agreed that the entertainment was good, but the advertising needed to be done sooner and on a wider basis.

Volunteers for Event:

Event Logistics

Anne Stadler, Steve Brazeau, Tanisha de la Torre

Marketing/Advertising

Laura Gropen, Shawna Hearn

Entertainment

To be determined

Speakers/Panelist

Fari Towfiq

Catering

To be determined

Program Committee

Fari Towfiq, Shannon Lienhart, Martin Japtok

Suggestions for next year:

- Keynote speaker and/or panelists discuss Learning Outcomes topic Work in Poverty.
- Discuss theater use with Michael Mufson
- Get departments involved to find the keynote speaker and other panelists
- CCAST diversity hour
- Ask President Deegan, the BRAVO Foundation, and the Chancellor's Office to assist with funding for the event

IV. Adjournment

The meeting was adjourned at 3:58 p.m.