



EEO ADVISORY COMMITTEE

Minutes

November 2, 2006

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, November 2, 2006, in room LL-112. The meeting was called to order by John Tortarolo at 3:03 p.m.

Roll Call

Members Present: Steve Brazeau, Alonzo Coleman, Tanisha de la Torre, Francisca Gonzalez, Shawna Hearn, Martin Japtok, Shannon Lienhart, Diane McAllister Susan Miller, John Tortarolo, Fari Towfiq

Members Absent: Laura Gropen, Nancy Horio, Rafiki Jenkins, Anne Stadler,

I. Minutes

The minutes from the October 5, 2006 meeting were reviewed and approved.

II. Old Business

A. None

III. New Business

A. Discussion of Model EEO Plan

John Tortarolo indicated that Shawna Hearn would explain the steps that the College is taking to be in compliance of the Model EEO Plan. Shawna presented a spreadsheet which identifies each of the Plan Components and identified which items are required to be in the Plan. John indicated that the implementation of the Plan will be an ongoing dialog and that Palomar will need to take steps to improve its processes.

Other concerns that were addressed include the fact that data is developed from the registry and yet applications are received outside the registry. The applications that are submitted online are also not included in the data and there is no classified employee information in the data. John indicated that the committee's task will be to gather the internal and external data for the classified and the strategy of the committee is to build the Plan. Shawna indicated that binders will be prepared for each member.

B. 2007 Unity in Diversity Event

The committee discussed the theme of the 2007 event and suggested that the focus be related to if not part of the Campus Explorations theme. Fari Towfiq suggested focusing the theme on Unity and Diversity and invite Barbara Kelber and Teresa Laughlin to the next meeting.

The date has been set for Thursday, April 19, 2007 in the Student Union from 4:30 p.m. to 9:00 p.m. It was determined that last years event brought approximately 100 to 150 in attendance and 90 to 100 viewing the panel discussion and key note speaker.

The committee suggested that the theme should be reflected in all the entertainment. It was also suggested that many of the groups on campus are already involved in promoting diversity. Some of the groups that have been identified include:

DSPS, ESL, English, Foreign Languages, Multicultural Studies, theater groups, and student groups.

The committee was asked to bring back names for next months meeting.

The committee recommended Fari Towfiq to be the moderator for the keynote speaker and the panel. It was suggested that the keynote speaker be part of the panel and that the panel also be made up of: Barbara Kelber or Teresa Laughlin, Carlos Pedroza from Foreign Languages, a community member and a Palomar student.

Honorariums for last year were approximately:

Keynote Speaker	\$500
Panelists	\$200
Entertainment	\$300 - \$400
and food	\$2,000

IV. **Adjournment**

The meeting was adjourned at 4:03 p.m.