



EEO ADVISORY COMMITTEE

Minutes

December 7, 2006

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, December 7, 2006, in room AA-109. The meeting was called to order by John Tortarolo at 3:20 p.m.

Roll Call

Members Present: Teri Amavisca, Tanisha de la Torre, Francisca Gonzalez, Shawna Hearn, Nancy Horio, Martin Japtok, Rafiki Jenkins, Shannon Lienhart, Diane McAllister, Anne Stadler, John Tortarolo, Fari Towfiq

Members Absent: Steve Brazeau, Alonzo Coleman, Laura Gropen, Susan Miller

I. Minutes

The minutes from the November 2, 2006 meeting were reviewed and approved.

II. Old Business

A. None

III. New Business

A. Discussion of Model EEO Plan

Shawna Hearn presented the materials that the District already has with respect to the EEO Plan. It was recommended that Shawna Hearn work with Michele Barton to obtain data on the ratio for full-time to part-time faculty. John Tortarolo indicated that the gaps in the plan will need to be completed within the next seven to eight months. The tasks could include revising and developing documents, developing a history of faculty and staff diversity outcomes, and currently the committee could begin developing plan component 16 which relates to GAPLE.

The committee discussed any ideas on how to develop the plan and what the committees' role would be. Anne Stadler recommended that sub-groups be formed to look at the various sections.

John discussed the plan component 9 which requires annual notification to community organizations. Currently, Palomar is not enlisting the assistant of community groups in identifying candidates. However, we could research different local groups that represent diverse cultures and ask for their assistance. It was recommended that for Component 16 Palomar reach out to local colleges and universities to present to students the possibilities of working at a community college as faculty or administrators the focus would be on students that transferred from community colleges. Rafiki Jenkins and Martin Japtok indicated that their experience in the graduate program, students are urged to teach at four year institutions rather than at community colleges.

The committee decided to divide into two sub-groups to focus on each of those components.

GAPLE	Community Outreach
Martin Japtok	Francisca Gonzalez
Rafiki Jenkins	Diane McAllister
Shannon Lienhart	Anne Stadler

Diane McAllister indicated that she was on the Bonsal Chamber of Commerce and that the other local Chambers may also have representatives from Palomar. John Tortarolo asked Diane McAllister to research who the representative are and report back to the committee. These Chambers may be able to provide information about local groups representing diverse cultures.

B. 2007 Unity in Diversity Event

The following are confirmed to serve on the panel; Sylvester Scott - keynote speaker, Carlos Von Son – panelist, Rabbi Laurie – panelist, and Barbara Kelber – panelist. One more panelist will be identified at the next meeting. The Bahai Youth Workshop will be one of the entertainment groups. A form from the Bahai will be sent to Shawna Hearn to confirm the reservation.

Laura Gropen will contact Mark Oggel and Laura Gropen and Shawna Hearn will prepare a basic advertising plan to the committee before the February 1, 2007 meeting. Fari Towfiq will consult with Barbara Kelber to advertise through Campus Explorations. Diane McAllister suggested that the date be posted on the Campus Explorations website.

John volunteered to confirm for the committee whether or not the event can be used for Professional Development.

IV. Other

Diane McAllister and Rafiki Jenkins asked the committee if they would approve funding for the Black History Month. John Tortarolo indicated that budgets would have to be reviewed and that he would contact the Foundation to see if other funds might be available.

V. Adjournment

The meeting was adjourned at 4:10 p.m.