



**EEO ADVISORY COMMITTEE**  
**Minutes**  
**February 1, 2007**

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, February 1, 2007, in room AA-109. The meeting was called to order by John Tortarolo at 3:05 p.m.

**Roll Call**

Members Present: Steve Brazeau, Tanisha de la Torre, Francisca Gonzalez, Laura Gropen, Shawna Hearn, Martin Japtok, Rafiki Jenkins, Shannon Lienhart, Diane McAllister, Anne Stadler, John Tortarolo

Members Absent: Teri Amavisca, Alonzo Coleman, Nancy Horio, Susan Miller, Fari Towfiq

*Prior to the start of the meeting it was stated that Brent Gowen, the Faculty Senate President spoke with committee members Martin Japtok and Rafiki Jenkins. Martin and Rafiki will speak to the Senate this semester about the plan to visit universities to recruit future teachers.*

*John Tortarolo thanked Diane McAllister for sending the information on the Chamber of Commerce/Associations and agreed with Diane that this would not be a good source to recruit faculty; however, it might be a good source for classified staff positions.*

**I. Minutes**

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

**II. Old Business**

A. None

**III. New Business**

A. Discussion of Model EEO Plan

John Tortarolo indicated that he and Shawna Hearn would be attending the EEDEC/Southern 30 EEO Plan meeting on Friday, February 2, 2007. The meeting will provide discussions from other colleges and what approaches they are taking to implement the model plan.

The committee discussed getting the word out to the students to recruit future teachers. Several suggestions for recruiting students to become future faculty and administrators at community colleges including the following; that the faculty discuss opportunities in class, promote at faculty plenary, engage students at career day, distribute information from the Career Center, and develop a marketing branded slogan. The committee had concerns about faculty discussing this with students in

the classroom because it could be considered as taking away from scheduled class activities.

Diane McAllister indicated that John Dise would be the contact person for the next career day. Other contacts for the Career Center would be Jose Fernandez and Lynda Halttunen. Suggestions to get student attention included student emails, yard signs, and use of the message board.

Laura Gropen suggested that a marketing brand slogan be developed to show what a special place Palomar is to work at. It was further suggested that the slogan focus on "Learning for Success". Laura indicated that she would ask Mark Oggel attend the next meeting to discuss marketing brand slogans.

**B. 2007 Unity in Diversity Event**

The committee discussed the status of event planning, Anne Stadler indicated that she received an email from David Chase indicating that the Chamber Singers would be available for the EEO event and that they would perform their Work and Poverty music which takes about 15 minutes. Laura suggested that student booths be set up so student organizations can promote their opportunities on campus. It was recommended that more vegetarian items be made available on the menu and less beef items. Francisca indicated that she would Mary San Agustin if Financial Aid could fund a portion if not all of the food this year. Laura indicated that she would contact vendors and request costing if donations could not be secured. A spreadsheet outlining the status of the event tasks will be provided to all committee members

**IV. Other**

**V. Adjournment**

The meeting was adjourned at 4:00 p.m.