



EEO ADVISORY COMMITTEE Minutes

March 5, 2009

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, March 5, 2009 in room LL-112. The meeting was called to order at 3:10 p.m.

Roll Call

Members Present: Debbie Allen, Jasmin Ahuero, Miriam Allen-Hart, Francisca Gonzalez, Shawna Hearn, Martin Japtok, Blaine Morrow, and Armando Telles,

Members Absent: Lois Galloway, Anthony Guerra, Diane McAllister, Anne Stadler, John Tortarolo Fari Towfiq, Carlos Von Son, and

Recorder: Trish Yzerman

I. Approval of Minutes from February 5, 2009

It was moved and seconded that the minutes from the February 5, 2009 meeting be approved as amended.

II. 2008 – 2009 Projects

- *Diversity Event:*

Shawna confirmed that the Student Union was reserved for Thursday, April 30, 2009 from 9:00 a.m.–10:30 p.m. with the event beginning at 5:00 pm. Martin Japtok will be the MC.

Keynote and Panel members: Tracy Jarvis, the San Diego Fire Chief, has been confirmed as the keynote speaker. In addition, the following panelists have been confirmed: Berta Cuaron, Bill Jahnel, Brent Gowan, Fergal O'Doherty, (either Brent or Fergal) and Claudia Duran. Geoff Schroder has not replied. Molly Faulkner could possibly be a panelist.

Food: Shawna indicated that Lisa, Debbie and she met with Diane Lach from Aramark and discussed the appetizers. The menu will be similar to last year's menu, and will include foods from around the world. Anyone who would like to donate an ethnic tablecloth or piece of cloth for the decorations, please attach a tag with your name.

Entertainment: Shawna said Molly Faulkner from Performing Arts indicated that Joseph Waldron, a modern dance instructor, might like to plan something. He has a 7:00 p.m. class that evening. If not, there is a ballet performance as a possibility.

Jasmin showed the committee a poster she had designed and wanted to know if there could be some Salsa dancing or other dancing prior to the program. This could be accomplished by having one type of dance performance per hour and would help

show the diversity of the student body. Jasmin will work on the schedule. Student clubs will have tables to display their culture and history from 10:00 to 2:00 p.m. Clubs wanted to know if they could sell items. The suggestion was made to keep items related to the culture and history such as jewelry and crafts.

Advertisement: Armando stated there would be advertisement for the event in the *North County Times*, *Union Tribune* and a local Mexican/Hispanic paper. Armando wants to know what needs to be advertised. He is also in touch with KKSM and the *Telescope*.

Flyer: Lisa, Marjory Adcock and Melinda Finn are working on the flyer. Melinda has some pictures of students who would represent the diversity of the college. Shawna indicated she would talk to Laura Gropen regarding the advertisement on the marquis in front of the college. Armando and Jasmin will talk to Marilyn Lunde regarding the marquis in front of the Student Union.

Diversity website: Shawna is planning to update the website and publicize the event. The topic of this year's event is "Gender Equity." Jasmin announced there is a Women's Event on March 18, 2009. She said she would promote the diversity event.

Letter to Faculty: Miriam asked about the letter to the Faculty asking them to provide extra credits for students who attend the event. Shawna stated the letter can be distributed.

Professional Development: Martin said he would set up the Professional Development credit for Faculty.

Financial support: John Tortarolo had advised the committee if there was a student event during the day, such as booths representing each diverse club on campus, there could be Financial Aid funding. Debbie, Jasmin, Francisca, Armando and Carlos will be working on creating a student event earlier during the day. A meeting is scheduled next week.

Interpreters: Armando asked about the possibility of Spanish speaking interpreters. There will be DRC interpreters. Blaine and Shawna will both talk to Lisa about the sound system as well as the possibility for headsets for Spanish speaking interpreters.

Sound System: Blaine said he would talk to Lisa regarding the sound system. Suggestion was made to change the angle of the stage because of the afternoon sunlight hitting the speakers.

Parking in Lots 1 and 2: Diane McAllister is going to talk to Campus Patrol about the parking situation.

Second Community Member: Anthony Guerra, a retired Professor in Spanish and Multicultural Studies, has volunteered to become a Community Member. The committee approved his nomination.

- *EEO Plan:*

Shawna discussed the status of the District's EEO Plan. The System Office's latest meeting to discuss candidate availability data is scheduled for March 25, 2009. The Faculty data won't be utilized. The question is: Can the Classified data be used?

Jasmin stated she and other students had discussed the need for a larger diversity in the Faculty membership. Martin and Shawna agreed and stated the college was not opposed, but that many factors make it very challenging to make significant progress. Jasmin wanted to know how students could support this effort. Shawna reminded the committee that the District had made good strides in the past five years hiring diverse Faculty.

III. Adjournment The meeting was adjourned at 3:57 p.m.

DRAFT