



## EEO ADVISORY COMMITTEE Minutes

October 1, 2009

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 1, 2009 in room LL-112. The meeting was called to order at 3:07 p.m.

### Roll Call

Members Present: Miriam Allen-Hart, Francisca Gonzalez, Shawna Hearn, Martin Japtok, Blaine Morrow, Armando Telles, John Tortarolo, Fari Towfiq, Diane McAllister, Lois Galloway and Clyde Campbell (Guest)

Members Absent: Anthony Guerra, Mary SanAgustin, and Carlos Von Son

Recorder: Lisa Hornsby/Shawna Hearn

#### 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:*

John Tortarolo discussed last year's event and commented on the turnout of about 200 plus people, which included faculty, staff, students, and members of the community. The committee was asked to forward any suggestions for this year's theme to Lisa Hornsby in the next two weeks. The committee discussed some possible themes for this year. The suggestions included:

- Religion
- Hispanic Institution
- Human Rights
  - Age
  - Religion
  - Ethnic Groups
  - Discrimination

The committee was informed that the funds for the event would be cut for this year due to budget cuts. It was recommended that the committee look for sponsors to raise money for the event. The committee discussed date for this year event, it was recommended to move the event to a Wednesday when more students are on campus. The following dates were recommended, April 21<sup>st</sup> or 28<sup>th</sup>. Lisa Hornsby was asked to check calendar for the use of the Student Union.

- *EEO Plan:*

Karen Robinson informed the committee that a sub-committee has been created to work on the rewrite of Title V. A handout was distributed showing the factors that are being considered. Karen Robinson explained the current version of Title V looks at demographics, stats by employee groups, availability data and headcount. Best practices would quantify and qualify EEO practices over time and analyze and a campus climate survey will be one of the 1<sup>st</sup> steps. Interviews have been conducted with various groups to investigate perceptions of current practices and understanding of EEO Plan. The plan will need to be consistent between federal and state ethnic groups and cannot violate proposition 209, (i.e. disability quota). The State Committee has begun the rewrite process and will have a draft ready for discussion at the ACHRO Conference in October.

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