



EEO ADVISORY COMMITTEE Minutes (Amended)

October 6, 2011

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 6, 2011 in room MD-155C. John Tortarolo called the meeting to order at 3:00 pm upon establishment of a quorum.

Roll Call

Members Present: Lisa Bertotti, Abbie Cory, Lisa Hornsby, Charles Ingham, Blaine Morrow, Fari Towfiq, Russell Thomas, Diane McAllister

Members Absent: Joan Allen-Hart, Francisca Gonzalez, Shawna Hearn, Karen Robinson, Mary SanAgustin, Kathy Young

Recorder: Lisa Hornsby

I. Approval of Minutes

The minutes from the May 5, 2011 meeting were approved (MSC: Cory/Ingham). The minutes will be posted on the Palomar webpage as follows: <http://www.palomar.edu/committees/eeoc/>

Diversity Event

- ***Speaker***

Abbie Cory presented a YouTube video on L. Frank, a native American activist. Ms. Frank was presented as a possible keynote speaker. After viewing the video and listening to discussion, the committee agreed to consider Ms. Frank for participation in our annual event and discuss it in more detail at the next meeting.

- ***Event Date***

The committee discussed the need for connection of theme between day and evening events. Discussions centered on blending the Caesar Chavez Day events into or with our diversity day events. The committee also discussed how we could enhance the Caesar Chavez Day events. We discussed the need to involve ASG and student clubs in this discussion. The committee decided by consensus that we should seek ASG's approval before we move further on this coordination. It was discussed that we include Lindsey Koch, student activities coordinator, in our future meetings as a visitor. Lindsay stays on top of what is happening with the students, their clubs, and their issues, and involving her upfront would really assist her planning as well as the committee's planning. We also discussed engaging Evelyn Lucero, the incoming ASG president, in this discussion.

- ***Theme***

The committee then discussed a number of themes for the 2011-12 Unity in Diversity event. They were as follows:

- Bullying.

- Rude or polite.
- Asymmetrical power relationship abuse-resistance.
- Employer-employee.

- Ethnic group bullying.
- Power bullying.
- Sex/gender bullying.
- Cyber bullying.
- Class bullying.
- Corporate greed bullying.
- Religious bullying.
- Government bullying.
- Ethnic group invisibility.
 - Ethnic
 - Disability.
 - Migrant workers-legal/illegal immigrants.
 - Socio-economic
 - Illiteracy.
- Crossing the achievement gap.

The committee discussed having the library develop booklists and electronic media resources that could be used as study materials related to the theme.

- ***Entertainment***

We discussed engaging our new professors of music, music department students, and music department student groups in our entertainment this year. The committee also heard that an Afro - Cuban band has played for dance classes, and they are very good. We identified two faculty members, Patriceann Mead in the Dance department, and Paul Kurokawa in the music department to contact and discuss this with. We also identified a guitarist who could provide appropriate music for the dining time.

Community Member

It was recommended that the committee members reach out to their friends in the community to become a member of the committee. It was also recommended that we reach out to the PACRA members. It was further recommended that the terms be for 2 years and 4 years so not to overlap.

II. Other

- ***PC3H***

Abbie Cory shared information about recent PC3H activities including:

- End of Spring Semester/Summer 2011:
 - 40 faculty, students, and administrators from Palomar College to attend the annual Harvey Milk Diversity Breakfast in San Diego
 - 30 faculty, staff, students, administrators, and family to march in the annual San Diego Gay Pride parade
- Current Long-Term Projects:
 - Resource Center: Secured additional space including a Quiet/Study room.
 - Working with HR to develop and implement an Anti-Bullying Policy and Procedure for the campus
 - Ongoing work to strengthen ties with and support other regional LGBTQ groups such as CSUSM's Pride Center and the North County Coalition.
- Upcoming Events:
 - Pride at the Beach, Saturday Oct. 8th from 11-6.

- National Coming Out Day, Oct 11th from 10-2.

III. Adjournment

The meeting was adjourned at 4:00 pm.