



Equal Employment Opportunity Advisory Committee *MINUTES*

September 5, 2013

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, September 5, 2013 in the HRS A-1 conference room. John Tortarolo called the meeting to order at 3:05 pm upon establishment of a quorum.

Roll Call

Members Present: Michael Arguello, Shawna Cohen, Abbie Cory, Byung Kang, Diane McAllister, Russell Thomas, Fari Towfiq

Members Absent: Mary SanAgustin, Lisa Hornsby, Jose Vargas

Recorder: Shawna Cohen

I. Approval of Minutes

The minutes from the May 2, 2013 meeting were approved as amended (MSC: SC/AC). The minutes will be posted on the Palomar webpage at: <http://www.palomar.edu/committees/eeoc/>.

Committee members introduced themselves and new member, Michael Arguello, was welcomed. Abbie Cory will now be serving as a volunteer instead of Faculty Senate appointee. Vice President Tortarolo provided an overview of the committee's role and responsibilities.

II. Old Business - None

III. New Business

• Diversity Event

The committee agreed to hold the Diversity Event in the Spring 2014 semester. The theme and proposed speakers discussed during the 10-12-13 EEO Advisory Committee meetings will be used for the 2014 event. Committee members will begin preparing for the event at the next meeting in October.

• Strategic Planning

Vice President Tortarolo briefly discussed Strategic Plan 2016 and explained it is in the process of approval by the SPC.

• EEO Plan Implementation

Shawna Cohen notified the committee that the EEO Plan had been accepted by the Governing Board and described the steps that would be taken to implement the Plan, some of which will include the involvement of the EEO Advisory Committee. Vice President Tortarolo gave an overview of the history of the EEO Plan and reiterated that availability data will not be used to determine applicant availability that could potentially increase the diversity of employees. Instead, the District will focus on practices-based approaches described in the Plan to further equal employment opportunities.

IV. Reports

- **PC3H**

Abbie Cory presented a report on current events.

Summer 2013

- Walked in San Diego Pride Parade
- Met with Athletics Dept.

Fall 2013

- Continue dialogue with Athletics Dept.
- Safe Zone trainings (2)
- Working on harassment policy
- More space for Pride Center
- Participation in Pride at the Beach
- Hosting gay-straight alliance awards
- Daytime diversity day event

V. Other

Vice President Tortarolo discussed the AB1825 sexual harassment prevention training that is available to all District employees through the Keenan SafeColleges website and encouraged all committee members to take advantage of the free training. He also mentioned other training is offered, including PC3H Safe Zones training. Abbie indicated that she would like to review the Safe Zones training for possible revisions. Shawna said that she would send information to the committee about how to access all of the trainings that are applicable to committee members.

VI. Adjournment

The meeting was adjourned at 4:00 pm.