



Equal Employment Opportunity Advisory Committee *MINUTES*

October 3, 2013

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 3, 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, Lisa Hornsby, Byung Kang, Michael Lusby, Diane McAllister, Russell Thomas, Fari Towfiq

Members Absent: Mary SanAgustin, Jose Vargas

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the September 5, 2013 meeting were approved (MSC: SC/AC). The minutes will be posted on the Palomar webpage at: <http://www.palomar.edu/committees/eeoc/>.

Vice President Tortarolo introduced new member, Michael Lusby, and welcomed him to the group.

II. Old Business - None

III. New Business

• Diversity Event

The committee discussed dates for the Spring 2014 Diversity Event and agreed that first choice would be Thursday, April 3rd and second choice would be Thursday, April 10th. The theme will be "Cultural Convergence: Acculturation, Reinvention and/or Creation". Entertainment should be tied to the theme and the committee will discuss entertainment ideas at the next meeting.

• Strategic Planning

Vice President Tortarolo briefly discussed Strategic Plan 2016 and said a main objective will be to increase the diversity of faculty and staff over time.

• EEO Plan Implementation

Vice President Tortarolo reviewed a letter he received from the Chancellor's Office indicating the Department of Finance (DOF) signed off on a substantial revision of the title 5 regulations pertaining to equal employment opportunity (EEO) in recruiting and hiring. The CO will implement the new title 5 regulations on September 23, 2013. Under the revised regulations, districts have both the independence and the responsibility to design and implement strategies that make sense for their particular communities. As a result, the current Palomar College EEO Plan will need some revisions. Vice President Tortarolo encouraged committee members to read the letter and review the changes that were made. He gave recognition to past HRS Analyst, Karen Robinson, and other members of the writing team who worked to draft new regulatory language and develop new EEO strategies.

IV. Reports

- **PC3H**

Abbie Cory presented a report on current events.

- Submitted a "PRP" – like document
- Meeting with new Vice President Adrian Gonzales
- Reorganizing Safe Zone training
- Vandalism; replacing signage
- Pride at the Beach – Oct. 12, 2013

V. Other - None

VI. Adjournment

The meeting was adjourned at 3:40 pm.