



Equal Employment Opportunity Advisory Committee *MINUTES*

February 6, 2014

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, February 6, 2014 in room A-1. The meeting was called to order by John Tortarolo at 3:00 p.m.

Roll Call

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

Members Absent: Lisa Hornsby; Mary San Agustin; José Vargas

(Note: Michael Lusby has resigned from the committee.)

Recorder: Shawna Cohen

I. Approval of Minutes from December 5, 2013

The minutes from the December 5, 2013 meeting were approved as amended. (MSC: Cory, Cohen)
Minutes will be posted on the Palomar College website at www.palomar.edu/committees/eeoc.

II. Old Business – None

III. New Business

Unity in Diversity Event

The committee discussed several details of the Unity in Diversity event to be held on April 3, 2014 as follows:

- *Confirmation of Location:* John Tortarolo stated that Jennie Vastola had confirmed use of the Student Union for the event with ASG.
- *Keynote Speaker and Panelists:* Fari Towfiq confirmed the keynote speaker and some panelists as follows:
 - Keynote speaker: Sam Delshad
 - Panelist: Jennifer Gonzalez (former Palomar College ASG President)
 - Panelist: Trong Nguyen (Palomar College faculty member)
 - Panelist: Lisa Romain (Palomar College faculty member)

Fari indicated that John Medina would be unable to attend to serve as a panelist and that Maurizia Cantoni had not responded to her calls. The committee suggested replacing Ms. Cantoni with Martin Japtok and finding another member of the community to replace Mr. Medina. Fari indicated she would try first to find someone from the community and an alternative could be Calvin One Deer Gavin.

- *Publicity:* Michael Arguello volunteered to announce the event to the Faculty Senate and send invitations to all faculty. Shawna Cohen offered to coordinate the development of the event website and all advertising.

- *Professional Development:* Shawna Cohen will contact the PD office to request the addition of the event to PD's calendar.
- *Sound:* Russell Thomas offered to coordinate sound requirements.
- *Decorations:* John will discuss the decorations with Lisa Hornsby.
- *Entertainment:* The Palomar College Chorale will sing pieces related to the theme of the event.

IV. Reports

Palomar College Committee to Combat Hate (PC3H) Update

Abbie Cory provided an update on recent activities of PC3H as follows:

- PC3H is in the process of hiring at least two student workers for the Pride Center.
- The next Safe Zone training will be held on February 26, 2014 from 3:00 – 5:00 and new training materials will be presented. Abbie will send an email to the committee indicating the location. John Tortarolo requested a copy of the new Safe Zone materials to upload to the Keenan SafeColleges training website.
- An LGBT Sports Summit will be held in fall 2014, featuring speakers from Palomar College and the local community.
- PC3H is making progress on the District's harassment/bullying policy, and is currently resolving some issues brought up by the Faculty Senate.
- The North County LGBTQ Resource Center held its annual Gay Straight Alliance awards on November 8, 2013. Local student groups received awards.
- PC3H received a \$500 matching grant - \$1,000 in total – from the Human Dignity Foundation.
- Two Palomar College counselors, Teresa Hogan Egkan and Gabriel Sanchez, have offered to provide specialized counseling services to LGBTQ students.
- A Counseling 110 class will include the Pride Center as a stop on a campus-wide class scavenger hunt.

John added that Student Services is forming a crisis response team to respond to student needs, and that the inclusion of specific resources for LGBTQ students will be suggested.

V. Strategic Planning

John passed a handout to the committee showing the current ethnic demography of District faculty and staff and discussed the data in terms of the need to hire more diverse faculty. He stated that approximately 60% of new full-time faculty are existing part-time faculty at Palomar College, causing part-time faculty hiring to affect full-time faculty hiring directly and discussed various strategies for leveraging the part-time faculty hiring process to yield more diverse hires, which may in turn increase the diversity of full-time faculty. Some of these activities include using PeopleAdmin as the application portal for all faculty positions; early recruiting; and establishing applicant pools from which potential hires can be contacted at any time.

John stated that another strategy could include revisions to the Faculty Hiring Policy. He requested that committee members review the policy prior to the next meeting and be prepared to identify potential revisions that could enhance the diversity of faculty hires.

VI. Adjournment

The meeting was adjourned at 4:00 p.m.