



Equal Employment Opportunity Advisory Committee *MINUTES*

October 2, 2014

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 2, 2014 in the HRS A-1 conference room. Vice President John Tortarolo called the meeting to order at 3:05 pm upon establishment of a quorum.

Roll Call

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

Members Absent: Michael Arguello, Lisa Hornsby, Mary San Agustin, José Vargas

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the September 4, 2014 meeting were approved as amended with one abstention. (MSC: SC/AC)

The minutes will be posted on the Palomar College website at www.palomar.edu/committees/eeoc.

II. Old Business – None

III. New Business

Cultural Climate Survey

Shawna Cohen talked about the development of a cultural climate survey. (The Riverside Community College District created a survey and has administered it twice.) The intent of the survey will be to gauge how well Palomar Community College is progressing toward its goal of building a welcoming and inclusive climate that promotes and affirms diversity. Additionally, the brief, online survey will be used to assess current programs and develop new ones. Vice President Tortarolo said the Palomar Governing Board is very supportive of reviewing our hiring process to ensure we are attracting and retaining a more diverse and highly qualified applicant pool. The committee discussed the need for more diverse hiring committees and the importance of establishing a uniform, District-wide procedure for hiring part-time faculty.

Diversity Event

The committee shared ideas for event themes, entertainment, panelists, and key-note speakers. Some ideas discussed were as follows:

- Issues related to recent events involving African-American shootings (Michael Brown/Ferguson and Trayvon Martin)
- Islam communities
- Immigration
- Religious & cultural identity
- Society distrust, lack of respect, civility
- Communication without racial prejudice, learned prejudice
- Perspectives of prejudice/how to bring unity

Assignments were delegated:

October 2, 2014

- Jennie Vastola: Contact ASG to request use of Student Union
- Abbie Cory, Byung Kang, Russ Thomas, Fari Towfiq: Secure panelists & keynote speaker
- Diane McAllister: Reach out to community members
- Shawna Cohen: Coordinate communications

IV. Reports - None

Adjournment

The meeting was adjourned at 4:05 p.m.