



Equal Employment Opportunity Advisory Committee *MINUTES*

September 8, 2016

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, September 8, 2016 in the HRS A-1 conference room. On behalf of Human Resource Services Interim Vice President, Mike Popielski, Shawna Cohen called the meeting to order at 3:00 pm upon establishment of a quorum.

Roll Call

Members Present: Patricia Alvarado, Shawna Cohen, Michael Deal, Deborah Dozier, Monique Dumbrique, Anel Gonzalez, Diane McAllister, Robert Threatt, Fari Towfiq
Mike Popielski (*participation via conference phone*)

Members Absent: Kalyna Lesyna, Jose Luis Ramirez

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the March 3, 2016 and March 10, 2016 meetings were approved with five abstentions. (MSC: DM/RT)

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

II. Old Business

None

III. New Business

Committee Purpose and EEO Regulations

Shawna Cohen gave a PowerPoint presentation on the role of the EEO Advisory Committee as defined by Title 5 and an overview of state and federal EEO laws. Some other topics in the presentation included information regarding the elimination of bias in hiring and the educational benefits of workforce diversity. There was a discussion regarding the effectiveness of the committee and future goals. A suggestion was made to provide training for faculty and staff on how to interrelate with people who have disabilities.

EEO Funds Allocation for 2016-17

Shawna Cohen reported Palomar Community College is one of 55 districts that provided the Chancellor's Office with an EEO Funding Allocation report that will result in the funding of \$60,000 to be used towards EEO initiatives. The EEO Advisory Committee will determine how these funds will be utilized. Mike Popielski thanked Shawna for all her hard work. An electronic copy of the report will be provided to committee members.

EEO Plan Review

Shawna Cohen reported the Palomar College EEO Plan 2016 went through a first-ever peer review process. While there were a few suggested improvements, the review team appointed by the Chancellor's Office found the Plan to be exemplary, one of the best in the state, and a model for other districts. A copy of the *EEO Plan Feedback Worksheet* was provided to all committee members present.

Diversity Event

Shawna Cohen said the EEO Advisory Committee meets only once each month and the majority of that time will be spent working on EEO issues. Therefore, she made a suggestion to form a sub-committee that could coordinate the annual *Unity in Diversity Event*. Committee members were asked for feedback and several suggestions were made:

- Identify and partner with other groups on campus who host similar events
- Create a diversity calendar
- Make funding requests available
- Contribute funds in support of other diversity events on campus
- Form a funding sub-committee

After some discussion, the group agreed by consensus to wait to make a decision on the sub-committee idea until there has been more time to investigate and find out what other groups on campus are doing.

IV. Other

At the next meeting, the committee will review and discuss the EEO Advisory Committee Governance Structure. The committee will also discuss a new date and time for the regularly scheduled EEO Advisory Committee meetings.

V. Adjournment

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