



Equal Employment Opportunity Advisory Committee *MINUTES*

October 6, 2016

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, October 6, 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, Monique Dumbrique, Anel Gonzalez, Kalyna Lesyna, Diane McAllister, Jose Luis Ramirez, Fari Towfiq
Mike Popielski (*participation via conference phone*)

Members Absent: Deborah Dozier, Robert Threatt

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the September 8, 2016 approved with two abstentions. (MSC: AG/DM)

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

II. Old Business

None

III. New Business

Governance Structure Review

Committee members carefully reviewed the governance structure of the Equal Employment Opportunity Advisory Committee and discussed the purpose of the committee and EEO regulations. The role of the committee was discussed and changes were suggested to update the language in the description.

Membership was discussed and the following changes were recommended:

- Two classified unit employees – *Increase to four (4)*
- Director, EOP&S – *Remove*
- Manager, EEO & Compliance – *Add*
- Supervisor, HRS Recruiting – *Add*
- Two students (appointed by the ASG) – *Reduce to one (1)*
- Two community representatives – *Reduce to one (1)*

Shawna Cohen stated that the proposed changes would be circulated to committee members for review before the next meeting.

EEO Plan: Goals for 2016

This topic was tabled until the next regularly scheduled EEOAC meeting on November 3, 2016.

Diversity Event and Subcommittee

Fari Towfiq reported that she had reached out to several departments and groups on campus and learned there are currently many diversity events being offered. She plans to formally invite Wendy Nelson to the next EEOAC meeting to talk about the efforts of a new group that is an offshoot of LOC. This new group is interested in coordinating a diversity event similar to past EEO events; however, they lack necessary funding. As the Chancellor's Office recently awarded the District additional EEO funds, the committee may be able to assist in that regard. Members of the EEOAC who wish to assist with the event will be welcome to participate.

IV. Other

Shawna Cohen reported on the recent bill requiring all single-stall restrooms in California to be gender-neutral and its future implications for Palomar as new buildings are completed. All future buildings will contain single-user restrooms and current single-stall restrooms will be converted to single-user restrooms.

V. Adjournment

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