



Equal Employment Opportunity Advisory Committee MINUTES

November 3, 2016

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, November 3, 2016 in the HRS A-1 conference room. 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 (*via CCC Confer*), Monique Dumbrique, Anel Gonzalez, Kalyna Lesyna, Diane McAllister, Jose Luis Ramirez, Fari Towfiq

Members Absent: Robert Threatt

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the meeting of October 6, 2016 were approved with one abstention. (MSC: JR/DM)
The minutes will be posted on the Palomar College website at www.palomar.edu/committees/eec.

II. Old Business

Governance Structure Review

Committee members carefully reviewed all the changes to the EEOAC Governance Structure that were recommended at the last meeting. After some discussion, the group agreed to forward the revised Governing Structure Group Request to HRSPC for review and approval. (MSC: MD/KL)

EEO Plan: Goals for 2016

The committee reviewed objectives supporting Goal #4 in Strategic Plan 2019, to maintain and support a diverse workforce. Shawna Cohen reported the District will participate in the Institutional Effectiveness Partnership Initiative (IEPI) in Spring 2017. A Partnership Resource Team (PRT) comprised of peers and colleagues throughout the state will review our practices, policies, and procedures to assist in identifying strengths, weaknesses, and areas for improvement. This will meet Objective 4.2 which is to evaluate and improve recruiting and hiring. The committee also reviewed Chapter 13 of the Equal Employment Opportunity Plan, which outlines other measures to demonstrate commitment to diversity and EEO. Ideas were discussed for advertising, travel reimbursement, interviews via videoconference, and recruitment-related training for employees. The committee agreed to continue exploring these possibilities at future meetings.

Diversity Event and Subcommittee

Fari Towfiq reported that the ECK Committee (Education, Culture, and Knowledge) will present their plans for a diversity event at the next EEOAC meeting in December.

III. New Business - None

IV. Other - None

V. Adjournment

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