



Equal Employment Opportunity Advisory Committee MINUTES

December 1, 2016

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, December 1, 2016 in the HRS A-1 conference room. Shawna Cohen called the meeting to order at 3:10 pm upon establishment of a quorum.

Roll Call

Members Present: Patricia Alvarado, Shawna Cohen, Michael Deal, Deborah Dozier (*via CCC Confer*), Monique Dumbrique, Robert Threatt, Fari Towfiq

Members Absent: Anel Gonzalez, Kalyna Lesyna, Diane McAllister, Jose Luis Ramirez

Recorder: Jennie Vastola

I. Approval of Minutes

The minutes from the meeting of November 3, 2016 were approved with one abstention. (MSC: RT/PA)
The minutes will be posted on the Palomar College website at www.palomar.edu/committees/eeoc.

II. Old Business

Governance Structure Review (Approved)

Shawna Cohen reported that changes made to the EEOAC governance structure do not require approval from HRSPC and SPC because advisory committees operate outside the governance structure. As there was no further discussion, Shawna made a motion to make the changes that were discussed at the November 3rd, 2016 EEOAC meeting and it was approved with one abstention. (MSC: RT/MD)

EEO Plan: Goals for 2016

Shawna Cohen reviewed goals in the Strategic Plan 2019 – Action Plan Year 1 that relate to Human Resource Services. Project steps to promote cultural fluency across the college were reviewed and discussed. A survey will be conducted to determine the cultural climate of the campus community, a speaker will be invited to come to campus to discuss cultural fluency, PD workshops will be available to teach cultural fluency skills, and a campus dialogue will be created for students, staff and faculty to discuss different issues regarding education, culture and knowledge. IEPI (Institutional Effectiveness Partnership Initiative) results will be shared with the EEO Advisory Committee. Title IX, VAWA/SaVE training programs will be improved and expanded for District employees and students. There will be an information campaign to promote zero tolerance for sexual harassment.

Diversity Event and Subcommittee

Fari Towfiq reported she will be meeting with the ECK Committee (Education, Culture, and Knowledge) on December 2nd to discuss ideas for workshops. Fari will share information at the next EEOAC meeting. A suggestion was made to create a website that will promote diversity events. There was some discussion about whether or not the EEOAC would continue hosting an annual diversity event. The group agreed to continue the discussion at the February 2017 meeting.

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III. New Business

Shawna Cohen provided an overview of the process and timelines for conducting investigations regarding complaints of unlawful discrimination and sexual harassment. She also reviewed the specific categories protected under Title 5 upon which discrimination can be based.

IV. Other - None

V. Adjournment

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