



## Equal Employment Opportunity Advisory Committee *MINUTES*

**May 4, 2017**

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, May 4, 2017 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: Shawna Cohen, Michael Deal, Monique Dumbrique, Anel Gonzalez, Kalyna Lesyna, Adriana Sanchez, Fari Towfiq

Members Absent: Robert Threatt, Jose Luis Ramirez

Recorder: Jennie Vastola

### **I. Approval of Minutes**

The minutes from the meeting of December 1, 2016 were approved with two abstentions.  
(MSC: MD/MD)

The minutes will be posted on the Palomar College website at:  
<http://www2.palomar.edu/pages/eeoc/minutes-and-agendas/>

### **II. New Business**

#### **EEO Fund Allocation FY2017-2018**

Shawna Cohen reported that traditionally, the District automatically received EEO funds (\$8K-\$9K) each year from the Chancellor's Office to be utilized for EEO-related activities/projects. In FY15-16, the Chancellor's Office implemented a new funding allocation model requiring districts to meet specific criteria (methods) in order to receive EEO funding. Palomar College met all the requirements and was allocated EEO funds in the amount of \$60K.

EEO funds will once again be allocated pursuant to the Multiple Method model for FY2016-2017. Shawna provided a thorough overview of how the District has met all the methods outlined in the new *Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2016-17*. Beginning this fiscal year, Multiple Method #1 requires each district to:

1. Submit a Board-adopted EEO Plan to the Chancellor's Office at least every 3 years;
2. Establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan;
3. Submit a report on the use of EEO funds for the prior fiscal year (new requirement).

In order to qualify for EEO funding, districts are required to demonstrate compliance with Multiple Method #1, and at least 5 of the remaining 8 Multiple Methods. The Chancellor's Office has not yet announced how much the EEO fund allocations will be for Districts who meet all the requirements. At the conclusion of the overview, the EEOAC voted unanimously to approve the new *EEO Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2016-17* as drafted. (MSC: FT:KL)

### **Social Justice Center**

Shawna Cohen reported there is a group on campus who are developing ideas for a new center for social justice and equity. EEOAC members shared ideas for possible center resources, such as access to legal counsel, psychologists, counseling, etc.

### **IEPI Visit**

Shawna Cohen reported she attended a meeting on 4/27/17 with the IEPI Team to review their recommendations. The areas of focus were:

- Enrollment Management – Current processes and suggestions for improvement
- Human Resource Services – Hiring process, recruiting practices, etc.
- Communications – Shared governance and communications reaching all constituent groups

The IEPI Team will schedule a follow-up visit in Fall 2018 and the Chancellor's Office will allocate \$200,000 to assist in the implementation of the recommended improvements.

### **Not Anymore Training**

Shawna Cohen reported the District is in the final stages of implementation of *Not Anymore*, a Title IX/Campus SaVE Act online training package for students and employees. Once implemented, all District employees will be required to take the training to learn about their responsibilities for reporting sexual harassment and violence incidents.

## **III. Adjournment**

The meeting was adjourned at 4:10 p.m.