



## Equal Employment Opportunity Advisory Committee *MINUTES*

**November 16, 2017**

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, November 16, 2017 in the HRS A-1 conference room. Dr. Lisa Norman called the meeting to order at 1:05 pm upon establishment of a quorum.

### **Roll Call**

Members Present: Monique Dumbrique, Anel Gonzalez, Kalyna Lesyna, Melissa Molek, Benhui Zou, Teresa Quainoo, Adriana Sanchez, Susan Snow, Robert Threath, Terhea Williams

Members Absent: Shawna Cohen, Michael Deal, Jose Luis Ramirez, Fari Towfig

Recorder: Jennie Vastola

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

The minutes from the regular meeting of October 5, 2017 were approved with 4 abstentions.  
(MSC: BZ/RT)

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

### **II. New Business**

#### **Welcome and Introductions**

Dr. Norman welcomed the committee and members introduced themselves. A discussion followed regarding committee accomplishments and future goals. There was a brief report on a recent 2-day CUE training, where the importance of having diversity across the campus was a main topic. Committee members who attended the training agreed to bring new ideas to the next meeting to address the outcome from the CUE training. It was agreed that EEO funds would be used to bring trainers to the Palomar College campus.

Dr. Norman provided information about the EEO Plan and explained how the State Chancellor's Office funds Districts by using the *Nine Multiple Methods*. Ideas were shared on innovative ways EEO funds may be utilized to educate, inform, and broaden the message to move the District's diversity efforts forward. An example given was the creation of a diversity/equity webpage that could include events and streaming video. Another example would be the development of a questionnaire for new employees to gather feedback on their first impressions of the College as it relates to diversity. Dr. Norman asked committee members to bring ideas and suggestions for action oriented approaches to the next meeting for further discussion. Members were also asked to review EEO Plan Goals (#13) to assess if the defined goals are being met and how they are being accomplished.

**Data Discussion (i.e. recruitment, applicants, hires)**

There was a discussion on ways to identify and strengthen hiring practices that will assist hiring committees in successfully hiring diverse faculty members. It was suggested utilizing EEO funds to cover costs of training and workshops that focus on diversity and equity. There was some discussion regarding the onboarding process for new employees and the possibility of including diversity training. Dr. Norman asked committee members to bring thoughts and ideas to the next meeting.

**III. Adjournment**

The meeting was adjourned at 2:10 p.m.