



Equal Employment Opportunity Advisory Committee *MINUTES*

March 14, 2019

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, March 14, 2019 in the HRS A-1 conference room. Dr. Lisa Norman called the meeting to order at 3:00 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, Monique Dumbrique, Kalyna Lesyna, Benhui Zou, Jose Luis Ramirez, Melissa Molek, Teresa Quainoo, Christine Winterle, Adriana Sanchez, Peter Owviovwio, Linda Locklear, Fari Towfiq

Members Absent: Celina de la Torre, Robert Threatt, Olga Sukhanova

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of February 14, 2019 were approved with three abstentions. (MSC: SC/CW)

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

II. New Business

The committee welcomed new members Linda Locklear and Peter Owviovwio. It was announced that HRS will be participating in Street Fairs around North County.

There's energy and growth when it comes to understanding diversity. Dr. Norman encouraged everyone to share literature that can be used to open and expand awareness. Peter shared that he was a Diversity Officer in the Navy and he was also a Diversity Officer at Coca Cola. It's one thing to say you are diverse, but it's another to understand what diversity means. Some of the conversations about diversity can be uncomfortable for people to have, but it's important to have the understanding and open up conversations.

Diversity Presentation (PPT)

Institutional Planning and Research shared this report at a recent Board meeting on February 26th. Dr. Norman went over the data with the EEOAC. Jose and Fari both mentioned the data could be slightly off when it comes to those self-identifying as Hispanic. When reviewing the numbers we have to realize that not everyone fits perfectly into these categories.

Linda shared that American Indians have a legal definition. They must prove ancestry and must be registered as American Indians. She will share information with EEOAC. There are 57 definitions of American Indians. Pala requires you do be 1/16 to be a member of the Tribe, but that may be different for other tribes.

Progress in faculty diversity has not kept pace with student diversity, possibly because faculty members tend to work past retirement age. In order for students to succeed, they need role models with whom they can identify. The campus is a more welcoming place when the diversity of the student population is also represented among the faculty.

The data was provided via the Employee Demographic File we prepare for MIS. Data was pulled as of the Fall 2018 Census. Coding for MIS changed a few years ago, so many of our employees were Palomar employees before the change in coding. There may be employees who only have one ethnicity selected.

Data on the current age of employees was reviewed. About 50% of the staff in most of the categories will be close to retirement age in about five years. The District will need to have a succession plan for the staffing shortages we will be facing in the future.

Peter shared a story about the importance of having students see diversity. A few weeks ago, Peter was walking across campus and noticed a group of middle school aged children. One of the students approached him excitedly and asked him what subject he taught. The student told Peter he planned on taking his class in 8 years.

The committee asked for clarification on the following:

- Student Gender page 24: Based off total enrollment or 24,496?
- Asian Pacific Islander & Native American shifts in the report – provide clarification

Diversifying our staff is a cumbersome process with obstacles along the way. It's not an easy fix.

Workshops

HRS will be working with outside providers to create workshops on "How to Apply at Palomar". There will be two workshop offered in April. These workshops will be open to the community so that those interested in working at Palomar have extra support in regards to the application process.

There's also an onboarding process being created. This information will be shared so that others can provide some input.

Committee Article/Book selection

Sharing this information will be important in educating our staff on diversity.

III. Adjournment

The meeting was adjourned at 4:09 pm