



Equal Employment Opportunity Advisory Committee *MINUTES*

April 11, 2019

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on Thursday, April 11, 2019 in the HRS A-1 conference room. Dr. Lisa Norman called the meeting to order at 3:03 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, Monique Dumbrique, Kalyna Lesyna, Melissa Molek, Teresa Quainoo, Christine Winterle, Adriana Sanchez, Linda Locklear, Celina de la Torre, Christine Winterle, Robert Threatt

Members Absent: Fari Towfiq, Benhui Zou, Jose Luis Ramirez, Peter Owuiovwio, Olga Sukhanova

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of March 14, 2019 were approved with two abstentions. (MSC: TQ/KL)

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

II. Diversity Workshop

The Diversity Workshop flyer was distributed to the group. The workshop will be presented by Eugene Whitlock. Those that attended the workshop in March shared their feedback. The overall feedback was very positive. EEOAC was asked to share the workshop with their colleagues. Dr. Norman shared that this workshop is different from Dr. Cullinan's workshop.

Teresa shared information on workshop presenters that she learned about through the Black Minds Matter workshop series: Dr. Luke Wood & Dr. Frank Harris III.

Linda will be sharing another piece of literature with the group through email. She also shared information on the group "1491s" – an American Indian Comedian group that addresses the issue of stereotypes.

Dr. Norman shared that it would be a good idea to start compiling all this information so that it's accessible in the future. This information could also be shared with the campus community by topic.

Christine also shared that Cynthia Anfinson will be giving two workshops: "Discerning and Disrupting Racial Microaggressions on Campus" and "Reading Race Well: Racial Literacy as a Tool".

One of the goals for next year can be surveying our own staff and faculty to see what resources they can provide to the college.

EEO Plan

The committee reviewed data on Gender & Race/Ethnicity by Occupational Classification for 2017-2018. The 2018-2019 data has not yet been completed. Employee Demographic Data from the EEO plan was also reviewed. The goal from today is to review the data and look at numbers that may be standing out. Feedback from EEOAC will be used for the new EEO plan.

The committee had a conversation about the interview experience for people of different backgrounds. The interview process can come across as intimidating for some people – from the application process to the interview.

Student Race/Ethnicity will also be added to the EEO plan. Dr. Norman shared the student data. It's important to pay attention to the student demographics.

Applicant Demographic Data for 2017-2018 was also reviewed. There were 108 open positions and a total of 5447 applicants for those positions.

The committee discussed some possible goals for next year. The committee discussed creating a list of the faculty and staff who are already actively engaging with the campus on topics of diversity. Asking departments to create their own goals would also be beneficial. Another suggestion is to have the committee review the application process. While applicants are not notified if they have incomplete packets; applicants can reach out to HRS for help (uploading documents, completing applications, etc.).

Other

Be EPIC! will be giving two workshop on the application process at community colleges.

- Interviewing Tips, Tricks, and Mastering – Friday, April 12 from 9-12 p.m. in MD-103
- Resume Writing and What Community College's Are Look For – Saturday, April 27 from 8:30 – 12:30 p.m. in MD-103

Linda shared information about the Annual California Indian Day Celebration. The committee will discuss this at the next meeting. Teresa will send out follow-up information.

III. Adjournment

The meeting was adjourned at 4:13 pm