



Equal Employment Opportunity Advisory Committee *MINUTES*

October 3, 2019

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on October 3, 2019 in the HRS A-1 conference room. Michael Shanahan called the meeting to order at 3:04 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, Monique Dumbrique, Kalyna Lesyna, Olga Sukhanova, Elise Lindgren, Jose Luis Ramirez, Robert Threath, Peter Ovwiovwio, Linda Locklear, Celina de la Torre, Christine Winterle, Linda Locklear, Teresa Quainoo

Members Absent:

Recorder: N/A

I. Approval of Minutes

The minutes from the meeting of May 9, 2019 were approved with three abstentions.

The minutes will be posted on the Palomar College website at:

<http://www2.palomar.edu/pages/eeoc/minutes-and-agendas/>

II. New Business

Introductions

Project Match – Faculty Mentor Program

LACCD started their mentor program by doing outreach. Project Match brings non-traditional applicants, new graduates, or almost finished graduates, shadow teaching assigned to a faculty mentor.

Cohen suggested that this model also be considered for administrators and possible classified staff. This approach could help with turnover rates, since the mentee would know what their role would be.

Shanahan stated the first steps would be to put together a structure and make a recommendation that includes the return on investment (ROI).

Winterle stated that it is important that the campus community knows why we are doing this program, even during the fiscal crisis so that we show we are committed to diversity and the growing a diverse community.

Shanahan stated this program allows for strategic efforts and selectiveness that we can apply diversity principals to. Even targeting specific disciplines and seeing what is missing from those areas.

III. Other

The District has a new EEO training with presenter, Tom Brown, who will be conducting the next EEO Hiring Committee Trainings on October 17 & 18.

Shanahan shared the demographic data software that VCCCD uses to evaluate employee demographics as a tool for understanding what is missing and how to address that through the recruitment process.

Locklear asked about funds for community events and how to request them. Shanahan stated we would add that to the agenda for the next meeting as a possible mini grant that this committee can be tasked with.

Ovwiovwio stated that perhaps we should have a longer meeting time to get more work done.