



Equal Employment Opportunity Advisory Committee *MINUTES*

November 7, 2019

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on November 7, 2019 in the HRS A-1 conference room. Christine Winterle called the meeting to order at 3:04 pm upon establishment of a quorum.

Roll Call

Members Present: Christine Winterle, Shawna Cohen, Monique Dumbrique, Peter Ovwiovwio, Elise Lindgren, Robert Threath, Jose Ramirez, Celina de la Torre

Members Absent: Kalyna Lesyna, Teresa Quainoo, Susan Snow, Linda Locklear, Olga Sukhanova, Michael Shanahan

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of October 3, 2019 will be approved at the next meeting.

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

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

II. New Business

Mini-grants

The committee discussed the possibility of coming up with a mini-grant application process for campus-wide EEO related activities. VCCCD's mini grant application process was shared so that the group could review and discuss creating something similar. Shawna shared that EEO funds are awarded to the District, but are earmarked for specific activities (ACHRO, job fairs, advertising, etc.), so we'll need to set aside a certain amount of money for the purpose of mini-grants. The group discussed establishing a timeline for rolling out a mini-grant program and process; everyone agreed to move forward with the project.

Diversity Statement on Job Announcements

During the EEO Hiring Committee trainings presented by Tom Brown the diversity statement was discussed with the hope of updating/strengthening the language. Monique and Celina shared that they had already been working on revamping the diversity statement; they shared a document with some ideas as well as the Palomar College Student Fact Sheet. Christine mentioned that during Tom Brown's workshop he talked about screening people in instead of screening them out. One way to help screen in applicants is to strengthen our diversity statement. These documents will be added to SharePoint so that everyone can add their suggestions over the next two weeks. HRS would like to update the diversity statement as quickly as possible.

Recommendations from the Vision for Success Diversity, Equity and Inclusion Taskforce

This information was shared so that the committee is aware of the recommendations sent to the Board of Governors. The recommendations included changes to the Nine Multiple Methods & EEO Plans. This

document will be shared on SharePoint.

Chancellor Oakley's letter

Chancellor Oakley's letter addressed the urgency to address the lack of faculty and staff racial and ethnic diversity as a barrier to student success. First-time faculty and staff hires have not reflected the growing diversity of our incoming students. This document will be shared on SharePoint.

PowerPoint presented at ACHRO Conference

The group viewed the 2020-21 DEI Budget Request that showed a \$10 million increase for district EEO Plans. Specific details about how the money will be allocated have not been shared. This document will be shared on SharePoint.

Project Match – Faculty Mentor Program

The group was asked to review the current Project Match documents in SharePoint. At the next meeting we can talk about dollar amount and structure of the program.

Other

Shawna shared that there's currently a push to revise the regulations that have to do with discrimination complaints to make things easier to respond. Sometime in the next six months they should be publicized.

III. Adjournment

The meeting was adjourned at 3:55 pm