



## Equal Employment Opportunity Advisory Committee *MINUTES*

**December 5, 2019**

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on December 5, 2019 in the HRS A-1 conference room. Michael Shanahan called the meeting to order at 3:05 pm upon establishment of a quorum.

### **Roll Call**

Members Present: Christine Winterle, Monique Dumbrique, Elise Lindgren, Jose Ramirez, Celina de la Torre, Kalyna Lesyna, Linda Locklear, Teresa Quainoo

Members Absent: Shawna Cohen, Robert Threatt, Peter Owviovwio, Susan Snow, Olga Sukhanova

Recorder: Maria Zapien Rangel

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

The minutes from the meeting of October 3 & November 7, 2019 were approved.

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

### **II. New Business**

#### **Vision, Mission & Value Statement of HRS**

Linda expressed that she's spoken to various people in the community and there is a general feeling of worry, so it may be a good idea to review/update the vision, mission & value statement. Christine suggested that perhaps reviewing the statement would be a task for HRS staff or HRSPC.

Michael shared that it is undeniable that the college will be going through some hard times. Instead of looking backwards its more important to look at how we're going to move forward. There's a lot of panic, but decisions haven't been made yet. Michael shared that to date, no one has shared that benefits would be taken away. While HR doesn't run the District, they do encourage people to act ethically. It's important to separate gossip from truth when information is shared. Staff are encouraged to talk to their supervisors and ask questions. Michael also shared that fostering bad information is not the solution, rather people should participate in solving the problem. Change may be scary, but change is inevitable in order to move forward. Attending Budget Workshops or Board meetings would be a good place to get information. It's important to remember that the State Chancellor will not let the District close.

### **III. Old Business**

#### **Mini-grants**

Will be discussed at the next meeting.

## **Diversity Statement on Job Announcements**

The council approved moving forward with the new diversity statement as follows:

### Diversity, Equity and Inclusion Statement:

Palomar College serves over 30,000 students from a variety of backgrounds and we are proud to be a Hispanic Serving Institution. Our student body is rich in its diversity. Click [here](#) to see a quick overview of our student demographics on our recent Student Fact Sheet.

Palomar College is committed to diversity, equity and inclusion. We are dedicated to empowering students to succeed and are guided by our core values; some of which are the following:

- Access to our programs and services
- Equity and the fair treatment of all in our policies and procedures
- Diversity in learning environments, philosophies, cultures, beliefs, and people
- Inclusiveness of individual and collective viewpoints in collegial decision-making processes
- Mutual respect and trust through transparency, civility, and open communications.

All positions require cultural competency which includes the sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, sex, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff.

## **Project Match – Faculty Mentor Program**

Will be discussed at the next meeting.

## **VPHR**

Michael shared that this will be his last meeting. Linda Beam will be taking over as the new Acting VPHR.

## **IV. Adjournment**

The meeting was adjourned at 4:02 pm