



Equal Employment Opportunity Advisory Committee *MINUTES*

March 5, 2020

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on March 5, 2020 in the HRS A-1 conference room. Shawna Cohen called the meeting to order at 3:04 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, Monique Dumbrique, Kalyna Lesyna, Elise Lindgren, Linda Locklear, Jose Ramirez, Susan Snow, Robert Threatt

Members Absent: Linda Beam, Celina de la Torre, Peter Ovwiovwio, Teresa Quainoo, Olga Sukhanova, Christine Winterle

Recorder: Monique Dumbrique

I. Approval of Minutes

The minutes from the meeting of February 6, 2020 were approved with two abstentions. (MSC: RT/KL)

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

II. New Business

Nine (9) Multiple Methods

Shawna stated that we have talked about the 9 Multiple Methods before but not in great detail. She explained that completing the 9 Multiple Methods is how we get EEO funding. Shawna distributed the letter from the Chancellor's Office stating how much we will receive if we complete the Multiple Methods. The EEO funds are from districts that pay penalty fees for not meeting their FON (faculty obligation number) requirement. Shawna specified that Palomar meets or tries to exceed the FON, but some districts opt to paying the penalties instead. The Chancellor's Office then distributes the EEO funds equally among the districts. In order to get these funds, we have to complete the EEO Certification Form annually. Shawna brought up the 9 Multiple Methods cross reference chart, and then discussed how we meet each of the criteria/requirements. Shawna mentioned that the 9 Multiple Methods have not been written into the Title 5 regulations yet as an EEO funding requirement, but it is required by the Chancellor's Office. Shawna explained that Method 1 is required for all; for Methods 2-9, districts only need to meet 6 of those in order to receive EEO funds, but Palomar meets all methods. Shawna detailed how we meet the 9 Multiple Methods, but expressed that there is room for improvement. Shawna also went over last years report and informed the committee that HR will be drafting this year's report to send to the committee for discussion at the April meeting in order to get it to the Board by May for approval, given the June 1, 2020 deadline to submit it to the Chancellor's Office.

III. Old Business

None.

IV. Other

None.

V. Adjournment

The meeting was adjourned at 3:55 pm