



## Equal Employment Opportunity Advisory Committee *MINUTES*

**April 2, 2020**

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on April 2, 2020 via Zoom. Linda Beam called the meeting to order at 3:08 pm upon establishment of a quorum.

### **Roll Call**

Members Present: Shawna Cohen, Kalyan Lesyna, Linda Locklear, Jose Ramirez, Susan Snow, Linda Beam, Celina de la Torre, Teresa Quainoo, Kathleen Grove, Elise Lindgren

Members Absent: Olga Sukhanova, Peter Ovwiovwio, Christine Winterle, Robert Threatt, Monique Dumbrique

Recorder: Maria Zapien Rangel

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

The minutes from the meeting of March 5, 2020 were approved with 1 abstention. (SS /SC)

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

### **II. New Business**

#### **Online Selection Committee Training**

Shawna gave an update regarding the new Selection Committee training. Kelly Falcone is compiling current training requests. Many of the needed trainings are compliance related trainings. Sexual harassment & FERPA trainings will be offered as well. Shawna explained that FERPA relates to privacy. At some point, the District will also offer Mandated Reporter training. Mandated Reporter training needs to be offered within the first six weeks of the Fall semester. Title IX training will also be offered for all employees. Linda shared that the District is trying to maximize online trainings during the current stay-at-home orders.

#### **Interviews Via Zoom**

HRS is in the middle of hosting interviews for the VPSS via Zoom. Zoom interviews could attract more diverse candidates because it is cost effective and provides flexibility. It may also help out with diversifying faculty hiring. Linda will be reaching out to the VPSS committee for feedback.

Linda L. asked about the usage of videotaping and getting a transcript of the interviews. Linda noted that those interviews needed to be kept confidential.

### **III. Old Business**

#### **Draft of annual multiple methods compliance report**

The Chancellor's Office requires the District to meet the Nine Multiple Methods every year. The Board will approve this document at the regular meeting in May. Most of the responses are the same as last year, with some minor changes. There are various links in the document with more resources. The EEO expenditure report and demographic reports are also attached. Shawna reviewed each section of the report and gave brief explanations.

A few members of EEOAC had questions about how applicant data is gathered. When demographic information is gathered, the District doesn't verify the information that applicants gives. The District has no way to verify information. Some applicants decline to provide this information.

**IV. Other**  
None.

**V. Adjournment**  
The meeting was adjourned at 4:01 pm.