



Equal Employment Opportunity Advisory Committee *MINUTES*

September 3, 2020

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on September 3, 2020 via Zoom. Linda Beam called the meeting to order at 3:03 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, Kalyna Lesyna, Linda Locklear, Jose Ramirez, Susan Snow, Linda Beam, Teresa Quainoo, Kathleen Grove, Monique Dumbrique, Tucker Grimshaw, Elise Lindgren, Yuan-Lin Lee, Celina de la Torre, Robert Threatt

Absent: Christine Winterle

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of May 7, 2020 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

Introductions were conducted. Two new members joined EEOAC this year; Annie Lee and Tucker Grimshaw.

Title IX Update

Shawna informed the committee that Title IX has changed under the current administration and provided updates. We are now required to have a hearing process after the investigation of a sexual harassment claim. This hearing process would involve the victim(s), respondent(s) and witnesses. In addition, we are now required to provide supportive measures to respondents, not just victims.

We will also have a longer time period to investigate sexual harassment claims. Sexual violence is now considered sexual harassment. There will be updates to District policies and procedures due to these changes. A new rule is that all sexual harassment/sexual violence claims must be reported to the Title IX office. These updates could be changing yet again in October or November.

All employees are required to have Title IX and sexual harassment training. The training requirement was already in place for AA and CAST and rolled out in the summer for classified staff. We are almost at 100% compliance with those who have needing to be trained. The next step will be sending the training to all faculty.

EEOAC Annual Training per Title V

Title 5 requires specific EEO interventions:

- Review of qualification for unintended bias,
- Require job-related criteria only; eliminate criteria unrelated to job
- Monitor applicant pools and workforce for adverse impact

- Consider other means of promoting diversity

Having a diverse workforce provides role models for students, cultivates cultural competence and ensures equitable participation in collegial decision making. The chancellor's office requires that all employees demonstrate the respectful treatment of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socio-economic backgrounds.

A suggestion from the committee was to incorporate an anti-racist initiative.

EEO Plan, Chapter 13: Goals and Timeline

- Moving forward in implicit bias outside of hiring for all employees
- Long-time employees make not be receiving the same information as newly hired employees
- More diversity events
- Require diversity training for students
- Requiring an entrance interview regarding the hiring process for new employees
- Anonymous survey to all students and employees to capture their experience at Palomar
- Adding a statement to classroom syllabi

III. Old Business

None.

IV. Other

None.

V. Adjournment

The meeting was adjourned at 4:02 pm.