



Equal Employment Opportunity Advisory Committee *MINUTES*

December 3, 2020

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on December 3, 2020 via Zoom. Linda Beam called the meeting to order at 3:06 pm upon establishment of a quorum.

Roll Call

Members Present: Jose Ramirez, Shawna Cohen, Linda Beam, Monique Dumbrique, Annie Lee, Robert Threatt, Christine Winterle, Celina de la Torre, Tucker Grimshaw, Susan Snow

Absent: Teresa Quainoo, Linda Locklear, Kalyna Lesyna, Elise Lindgren

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of November 5, 2020 were approved with one abstention.
(SC/RT)

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

II. New Business

Selection Committee and Compliance Officer training update

In the past, the college has offered different versions of the Selection Committee and Compliance Officer trainings. Trainings have been held in person, by video, and through consultants. A new training has been put together based off input and feedback of previous trainings. The new training will be divided in two parts. The first part will have information on implicit bias and demographics. The second half will be led by the recruiters and will have information on the recruitment and interview process. The training should be coming out soon.

The district Compliance Officer training will be rebooted with an antiracist framework. Shawna shared that a Compliance Officer's duty is to assure the hiring committee adheres to fair and equitable hiring standards. The training will feature role playing activities as well as examples of times when Compliance Officer's should intervene. Currently, the district does not require that a Compliance Officer have previous hiring committee experience, so it may be challenging for a new Compliance Officer.

New trainings will be scheduled soon.

Antiracism Workgroup Update

The Antiracism Workgroup would like the district to provide Compliance Officer and Chair Trainings. These trainings would provide guidance and information regarding the hiring process. The workgroup feels that everyone should participate in implicit bias, microaggression, and antiracism trainings before participating

in selection committee trainings.

III. Old Business

None.

IV. Other

The college is currently in the process of wrapping up the VPFAS & VPHRS hiring committees.

V. Adjournment

The meeting was adjourned at 3:27 pm.