



Equal Employment Opportunity Advisory Committee *MINUTES*

March 4, 2021

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on March 4, 2021 via Zoom. David Montoya called the meeting to order at 3:04 pm upon establishment of a quorum.

Roll Call

Members Present: Jose Ramirez, Shawna Cohen, David Montoya, Monique Dumbrique, Annie Lee, Celina de la Torre, Linda Locklear, Susan Snow, Teresa Quainoo, Kalyna Lesyna, Shelbi Morales

Absent: Robert Threath, Christine Winterle, Tucker Grimshaw, Elise Lindgren

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of February 4, 2021 were approved with three abstentions. (TQ/LL)

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

II. New Business

DEI-Focused Strategy Recommendations

1. DEI Recruitment Videos
 - a. Recruitment videos have been discussed at the anti-racism workgroup. The group discussed creating a "Why Work at Palomar" video with employee testimonies. A similar video concept with a DEI lens was also suggested. These videos will be done at Palomar by ETV.
2. DEI-Focused Exit Interviews
 - a. Current exit interviews focus on the environment and employee's relationship with supervisor. Exit interviews will be reviewed to incorporate a DEI focus. This effort will be worked on with HRSPC and be reported out to EEOAC.

AP 7120

The District is in the process for creating an AP (Administrative Procedure) for EEO. The AP will include broad strategies for recruitment. It may be helpful to add some of those items to AP 7120. Title V requires that there be a diversity related question, so it may be helpful to add the requirement to AP 7120 as well.

III. Old Business

DEI-Focused Strategy Recommendations

1. Increasing diversity of selection committees
 - a. This will be addressed in AP 7120. HRS will make recommended changes to AP 7120, which will then be shared with EEOAC first and then with HRSPC.

HRS will continue to look at different ways to increase DEI efforts, such as posting open positions in affinity group websites.

Suggestions from EEOAC regarding strategies from the last meeting are still under review. Council members asked for updates regarding inviting community members or retirees to serve on hiring committees. HRS reported that faculty and higher-level positions already include community members.

IV. Other

None.

V. Adjournment

The meeting was adjourned at 3:27 pm.