



Equal Employment Opportunity Advisory Committee *MINUTES*

April 14, 2021

The meeting of the Equal Employment Opportunity (EEO) Advisory Committee was held on April 14, 2021 via Zoom. David Montoya called the meeting to order at 3:04 pm upon establishment of a quorum.

Roll Call

Members Present: Shawna Cohen, David Montoya, Monique Dumbrique, Annie Lee, Celina de la Torre, Linda Locklear, Susan Snow, Teresa Quainoo, Christine Winterle, Robert Threatt

Absent: Jose Ramirez, Kalyna Lesyna, Shelbi Morales, Elise Lindgren, Tucker Grimshaw

Recorder: Maria Zapien Rangel

I. Approval of Minutes

The minutes from the meeting of March 4, 2021 were approved with one abstention. (SC/LL)

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

II. New Business

Sexual Assault Awareness Month

The District is involved in a Grant Consortium with the Office for Violence Against Women. This month there will be various events hosted with the grant consortium in honor of Sexual Assault Awareness Month. National University is hosting the events, full details can be found at: www.Saam.nu.edu

The Office for Violence Against Women Grant Consortium – Update

Palomar College began working with the grant in 2018. Five local institutions participate in the consortium. Through grant efforts, Campus Police is currently receiving training on responding to victims of sexual assault.

AP 7120

EEOAC was encouraged to share proposed updates with their constituent groups.

Proposed changes in the draft:

- The Recruitments section was updated with the current recruitment process.
- Updates to titles and terminology were made throughout the AP.
- Changed references to paper or print media to electronic/online.
- Interim Position advertising – Changed from two weeks to one week.
- Advertising period – Changed six weeks to “shorter” advertising period may be authorized by VP

(in extenuating circumstances).

- Removing – PT Faculty application pool on an ongoing basis (moved to PT Faculty section).
- Changed – directors to administrators under VP positions.
- Changed – dean to administrator under VPHR.
- VPHR – added “one Rep from HRS” in the classified employee comp.
- Changed – President to Appropriate VP (deans report to VPI or VPSS) under Deans.
- Added – Assistant Dean and Chief of Police positions to the Director section.
- Faculty – proposing removing the interview with the president; instead, the president would join the 2nd level committee. This would help with logistics and ensure a more equitable deliberation meeting.
- Changed - District Compliance Officer to Diversity, Equity, Inclusion (DEI) Facilitator.
- He/She pronouns were replaced with they/their.
- Reference Check process table was removed; HRS works with chair to conduct reference checks.

It was suggested that others (students, community member) should be invited to observe the Faculty Teaching Demonstration.

EEOAC members were asked to read through the whole document, communicate with their groups and provide feedback.

III. Old Business

None.

IV. Other

None.

V. Adjournment

The meeting was adjourned at 2:03 pm.