

Equal Employment Opportunity Advisory Committee (EEOAC)

February 23, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

Present: Michael Shanahan, Luz Reyes-Martin, Joyce Coleman, Roxane Byrne, Timothy Stone, Perla Jones, Sherie Higgins, Rachel Walsh, Camila Acosta, Andrew Gil
Absent: Jeanette Chian Brooks, Carson Mitchell

[EEO Plan 2017-2020](#)

- I. **Information:** Italics are added items during the meeting so it can be seen over Zoom, Roster at the end of agenda.
- II. **Approval of Minutes:**
 - A. [January 26, 2021](#)
 - B. [February 9, 2021](#)
 - C. *Approve*
- III. **Review suggestions in EEO plan, ideas will be put into "Parking lot" Comments within the plan. Committee members may add comments to the plan at any time.**
 - A. [EEO Plan 2017-2020](#) for 2020-2023
 1. Minor editing: committee membership, quorum & voting, how much are we still doing, Appendix A: send recruitments to the list rather than just the EEO plan itself and who can we add to the list: CTE Faculty networking groups: local, state, national, Hiring for adjuncts
 2. [Changes to Title V](#) will impact BP/AP and EEO Plan
 3. [Chancellors Vision for Success - DEI Task Force Document](#)
 4. Left off section XIV Other Measures Necessary to Further EEO Section 3 "Left off here 2/9/2021"
 5. Next meeting, ONLY EEO Plan
 6. *Completed document review*
 7. *EEOAC members to take document to groups as information for objectionable concerns or missing items concern as a clean copy pdf.*
 8. *Discuss bringing to CPC: announce as information for any areas missed or major areas of concern, 1st March agenda and then April BOT meeting.*
- IV. **Next?**
 - A. *Market EARGs*

Equal Employment Opportunity Advisory Committee (EEOAC)

February 23, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

B. EEO Mini-grant program -

<https://www.vcccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>

C. Hiring practices to incorporate EEO

D. Application Hygiene

E. EEO Facilitator vs EEO Representative

1. Screening in for the best qualified candidates

- a) Higher Education level does not automatically mean the candidate is the best qualified. Example: PhD vs Masters degree for faculty positions. As long as both candidates meet MQ's, the PhD does not necessarily equate to a more qualified candidate
- b) Checklists for eeo facilitator
- c) Committee feedback surveys and hiring manager surveys in progress by HR
- d) Title of EEO person is significant

F. Equity - definition campus-wide, needs a consensus

G. Relocation allowance for new hire faculty - past amount, \$2k?

1. [MOU](#)

H. Interview Diversity Questions and Application Diversity Questions

1. [Sample OWU](#)
2. [EEOAC Diversity Questions - working document](#)
3. Faculty, Administrator, Classified staff etc.

I. Faculty project

1. [LACCD Project Match](#)

J. Success through Equity Achievement Award Program

1. In existing SEL programming?
2. Former HR program - list of things
3. Dallas Community College? 5yr program

Equal Employment Opportunity Advisory Committee (EEOAC)

February 23, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

K. PT Faculty Selection process

Roster:

Voting Members

1. Roxane Byrne (Office of Equity Representative)
2. Sherie Higgins (CSEA)
3. Tim Stone (CSEA)
4. Camila Acosta(faculty/AS)
5. Andrew Gil (faculty/AS)
6. Jeanette Chian Brooks (ALA)
7. Luz-Reyes Martin (ALA)
8. Joyce Coleman (cabinet-level administrator)
9. Carson Mitchell* (ASG) *Interim, pending appointment from ASG for permanent*

Non-voting members

10. Michael Shanahan (VP of HR, *not counted as quorum*)

SBCC has established an Equal Employment Opportunity Advisory Committee (EEOAC) to act as an advisory body to the equal employment opportunity officer and the institution as a whole to promote understanding and support of equal employment opportunity policies and procedures. The Equal Employment Opportunity Advisory Committee assists in the development and implementation of the Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for Plan revisions as appropriate.