

Equal Employment Opportunity Advisory Committee (EEOAC)

March 23, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

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

EEO Plan 2017-2020

- I. Approval of Minutes:
 - A. [February 23, 2021](#)
 - B. [March 9, 2021](#)
- II. [EEO Plan Data](#)
 - A. [EEO Plan Data Tables](#)
 - B. EEOAC to provide feedback on analysis language**
 - C. *EEOAC Reviewed data and discussed student demographics:*
<https://www.sbcc.edu/about/collegefacts.php>
 - D. *PT credit and PT noncredit faculty are separated*
 - E. *Capitalization for Black and White*
 - F. *Classified staff number analysis included in EEO data*
 - G. *Division demographic data provided to hiring committees was discussed that is not too narrow*
 - H. *Who is serving on hiring committees, is it the same group of employees repeating service? AP 7120 and Title 5*
 - I. *Recommendations to constituent groups on making more of an effort to present different options each time rather than repeating the same people each time*
 - J. *Part time recruitment process is being created with SEL*
 - K. *Language to be more intentional and with EEO, so what we do is known and effective to be stronger*
 - L. *“Who is the best qualified” vs “Who will serve our students most effectively”*
 - M. *Things that are being done that are working for CSEA reps, chapter meetings voted for new representatives on hiring committees. Trying to inform csea what it means to be on a hiring committee. Welcoming work environment.*

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- N. Evaluations for employees who serve on hiring committees or other committees often and go above and beyond. Ways to recognize these employees? Notice of outstanding work performance for employees initiated by supervisor, not this but something similar.*
- 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. EEOAC members to take document to groups as information for objectionable concerns or missing items concern as a clean copy pdf.
- IV. Market EARGs: [Los Rios Example](#)
1. Create the web page (Los Rios) that is linked to resource group pages (omni). Cannot link to external websites. How creative can the pages be.
 2. *Roxane discussed Asian American EARG*
- V. Interview Diversity Questions and Application Diversity Questions
1. [Sample OWU](#)
 2. [EEOAC Diversity Questions - working document](#)
- VI. EEO Mini-grant program -
<https://www.vcccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>
- a) [Checklists for EEO facilitator](#)
 - b) Selection Process for EEO reps, specific training
- VII. Equity - definition campus-wide, needs a consensus. EEOAC and Executive Director DEI
- VIII. Faculty Project Match similar program
- A. [LACCD Project Match](#)
 - B. Success through Equity Achievement Award Program
 - C. In existing SEL programming?
 - D. Former HR program - list of things
 - E. Dallas Community College? 5yr program

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

1. [MOU](#)

X. Success through Equity Achievement Award Program

XI. 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.