Minutes 1/20/17 EEOAC

Meeting called to order 10:20am

Discussion of minutes ensued. Moved to approve (Jeannette), second (Galen)

Motion carried: 5 aye, 1 no, 1 abstention

Julie – question regarding committee structure – should be 3 management, 3 faculty, 3 classified. Cathy reported that the third management position has tentatively been filled (Lorenzo Duenas). Student representatives still have not been appointed due to upheaval in SGA

Election of classified tri-chair has been postponed to next meeting (2/3) due to absence of two of three classified members

Approval of components 8 and 9:

 Sussanah reviewed background for plan and then components 8 & 9

 Julie brought up contractual issues in past and possibly presently – it was determined that the language involving these issues was in the Lake Tahoe CC EEO Plan.

Timetable for completing our plan: Plan is due in June, must be vetted. First must go to College Council, then through various constituencies and committees. Galen to find out the list of committees for vetting.

Component 8:

A discussion of timing of training and content of training ensued. Angelica indicated concerns with present training practices and would like a time limit on training – well in advance of serving on committee. The issue of training being more effective when fresh was brought up. For those doing the training online, a test will be developed as online training is developed.

Andre indicated that passing the test may not be an indication that the lesson was learned: it can be easy to provide the “correct” answer in order to pass the test, without changing attitudes/behavior.

Jeanette indicated that some people may be offended and/or lodge a protest over being required to pass a test.

Angelica brought up lack of trust in present system

Julie acknowledged lack of trust, but encouraged the committee to keep faith and keep fighting. Checks and balances are in place to harness “rogue” hiring committee members.

Angelica emphasized that Component 8 (Training) is one of the most important parts of the Plan for getting a diverse workforce. This is where SRJC can really make a difference in educating the people on screening committees.

Component 9:

Organizations to be notified need to be determined – HOMEWORK!

Both on campus and off campus –

Sussanah mentioned a list of diversity groups at SRJC, and further explained that the EEOAC needs to decide who should be on the list of diversity organizations in Sonoma County

Julie: “recruiting” community organizations to be included – can HR take this on?

Add list of organizations as appendix: list is representative but not exhaustive

Minor syntax and punctuation changes were made.

Andre moved to approve Component 8. Sussanah seconded.

Discussion: Angelica moved that Component 8 be amended to include an assessment test at the completion of training for hiring committees

No second was voiced – motion failed. Cathy called for another motion. Julie moved to approve Component 8 with proofs and corrections. Andre second.

Motion carried: 5 aye, 1 no

Galen moved to approve Component 9. Julie seconded

Discussion: Julie asked if list of organizations would be included in Plan or as an appendix. Language was amended.

Julie moved to approve, Cathy seconded. Motion carried, 6 aye and 0 no

Julie will be replacing Jeannette on a permanent basis, since Jeannette doesn’t want to commute from Italy. Ciao, baby.

Sussanah provided a quick update of the climate survey. KC Greaney recommended 10-20 questions. In-house or contract out? Committee to come up with questions. Sussanah’s online research discovered potential questions. Will send link to committee for assessment.

Julie brought up confidentiality issues. Cathy concurred, and suggested that the survey be contracted out. Money may be issue, but perhaps funds can be found. Timing: no later than April

Remaining agenda items tabled until next meeting: February 3, 2017

Meeting adjourned 11:46am