EEOAC – Friday, December 2, 2016

Meeting Tri-chairs: Galen George, Catherine Price

Present: Sussanah Sydney, Malena Hernandez Legorreta, Galen George, Jeannette Ben Farhat, Andre LaRue, Juanita Dreiling, Catherine Prince, Sarah Hopkins, Angelica Tercero.

Absent: Karen Furukawa

1. Announcements – $50k Grant for Leadership Training/Multiple Measures.
2. Approval of October 10, 2016 Minutes – Minutes were reviewed verbally by Catherine. Andre made a motion to approve minutes. Jeannette seconded motion. Angelica abstained due to absence.
3. Introduction of new manager, Sussanah Sydney.
4. Training Schedule: ECI training at PDA day – Sarah provided an update on this training. 18 people attended in Fall. Intro topics. December 6th training will need to be condensed to 1.5 hours. Same model for Spring – 24 people are scheduled to attend. Keep topic intimate. Bias, stereotypes, Ouch, hate crimes in work place, non-violent communications, civility, unconscious bias, listening/talking opportunities, identity appreciation of note. Possibility of grant funding through Equity to bring in outside presenters? Sarah to ask KC for quote to implement climate survey.
5. EEO Plan 2017 – Blueprint:
   1. Sarah noted new legislation mandates for collecting gender identity info from students. Optional for staff. Do we administer survey for gender to employees or incorporate into climate survey somehow since this is optional? Discussion should involve KC and Stephanie Jarrett – What would we do with responses? How would this information be used?
   2. Hiring Committees – Need for improved training of unconscious bias was expressed. This could be done via video - Improved specificity. Angelica is willing to help with video. The committee is looking at free ways to accomplish this goal. Harvard/Implicit Bias (Google)? Grant funding could be used for “Train the Trainer” programs that would sustain this effort.
   3. Catherine is seeing an increase in diversity hiring. Stats and numbers needed to determine why folks are not hired. Multiple measures 3.
   4. Galen – Grant money must be spent and Plan completed by March of 2016-2017 FY.
   5. First EEO Plan was not in compliance and failed. This plan will not go to everyone until it is compliant. Revisions are needed in order to be compliant and it helps that everyone who is a stakeholder in the plan now has representation on the EEOAC Committee! Section 1-7 are done. Section 9 and 13 must be done last due to analytics. Start working on Section 13. Looking at other plans and reporting back. Multiple methods 3, 4, 5 of EEOAC Handbook.
6. Committee Member Assignments/Projects/Idea Follow-up:
   1. Sussanah will work on proposed components 8, 10, 11 and 12 and will bring back to committee for review.
   2. All members to review Component 8 and provide feedback to Sussanah.
   3. Other college policy review of Section 13 – Malena will review Hartnell’s, Andre will review Ohlone’s, Angelica will review Palomar’s, Jeannette will review Lake Tahoe’s, Galen will review Chaffey’s and Juanita will review Long Beach’s.
7. Next meeting:
   1. January 20th, 2017 – Angelica to schedule room.
   2. Grant parameters teaching fellow program. Yolanda did not think we could do before. Ask Sarah.