**EEOAC February 2, 2018**

Present: Michelle van Aalst, Malena Hernandez Legoretta, Andre Larue, Sussannah Sydney, Cathy Prince

**Minutes** (12/8/2017):

Cathy motioned to approve minutes after amending to include names of those in attendance.

**Announcement of Annual Written Notice to Community Organizations:**

Sussanah explained that this notice has now gone out to organizations and our obligation for Component 9 of the EEO plan has been completed. This is an annual task.

**Debrief on Meeting with Teaching Fellows leadership and Jerry Miller (former Teaching Fellows administrator**):

Meeting was to consider if we could use the Teaching Fellows program as a possible vehicle to cultivate our own faculty or staff. Not seen as something that would partner well now as there are funds to be spent now and not 5 years down the road, after students have typically finished their higher education path. Additionally, the Teaching Fellows program will be on hiatus this year. Efforts are underway to find out where past teaching fellows are now in their studies. There was also some concern about the lack of diversity of the Teaching Fellows students. Perhaps as part of the Guided Pathway Program the Teaching Fellows could receive more attention. Right now, awareness of the program is not very high. In past, the funding has been used for the Adjunct Hiring Fair.

(State rewards us with funds for HR to use to do the EEO work once our Multiple Measures work is submitted.)

**Multiple Measures plans for 2017-2018**:

Sussanah reviewed possible areas funding can be used for according to California Ed Code. We will apply in May/June for coming year of funds. The Leadership Academy does not fit into the EEO criteria. These include Outreach and Recruitment, In-service training on EEO, Accommodations for applicants and employees with disabilities, Activities designed to encourage students to become qualified for employment as CC faculty or administrators, and Other activities to promote equal employment opportunity. We need to diversify what we spend $$ for, can’t just do outreach. Sussanah suggested that we use some funds to offer students the opportunity to learn from faculty and administrators at SRJC about their jobs and what kinds of employment opportunities exist, what the jobs are like, etc. Nancy mentioned that Cerritos College has partnered with a local university to offer a Global Studies program designed to attract students to become faculty within the California Community College system.

We talked about the possibility of an in-service training. Could have a mini-mentorship program for students who’ve received training from us as part of this program. Another idea would be to train our current adjunct faculty to prepare them to apply for full-time positions. This could include sharing information on what it’s like to be on a hiring committee so that applicants are better prepared. A mentoring program was also discussed. Additional topics include: Unconscious bias training for hiring committees, bringing in new speakers to facilitate unity and inclusiveness, other types of in-service training, and a possible road show for college internships.

Sussanah noted when we go to other campuses we should first reach out to their diversity organizations to let them know we are coming. We also discussed reaching out to state universities from other areas beyond the immediate, such as San Jose and SF State. Cathy noted that anywhere there is a TRIO program we could contact to visit 4-year and graduate schools as part of outreach. We came up with several short-term solutions to spending EEO funds Sussanah thought were helpful.

Sussanah will bring materials from her training on Equity in Faculty Hiring program to our group to learn more about this and discuss at a future meeting of the EEOAC.