

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Friday, October 6th, 2023

Meeting Notes

Via Zoom

10:00 – 10:10 AM	Welcome In attendance Sujan Sarkar, Maleese Warner, Ivan Tircuit, Sussanah Sydney.
10:05AM- 10:20AM	Update on EEO committee appointments <ul style="list-style-type: none"> - Need to fill in positions for one classified and management. We are looking for a student rep. - The new members will need training with Sussanah before the official EEO meeting
10:20AM - 10:40	<p>Update on EEO Plan</p> <ul style="list-style-type: none"> -The EEO plan has gone to the chancellor's office and we are waiting to hear from the state chancellor's office on final approval. -What has changed – accountability is important. We now need to review EEO plan every year. This will help to show what the district is doing and ensure we are intentional. - It is now a living document <p>EEO as Advisory (what does that mean)</p> <p>We are an advisory body to the VPHR, EEO Officer and the District as a whole to promote understanding and support of EEO policies and procedures. We have a tri-chair committee.</p> <p>Moving Beyond Definitions (Diversity, Equity, Inclusion, Antiracism, Accessibility, Justice, Trust and Community)</p> <ul style="list-style-type: none"> - All people have a different personal idea of the Definition of DEIAIJTC. We need to look at the results and outcomes of our plan that support how the district is defined this in the EEO plan. Move past the rubber stamp. We are not here to be a rubber stamp we are here to do the work and show the outcomes of the work. We want this work to be meaningful for the district and carrying everyone along. <p>Courageous Leaders Academy</p> <ul style="list-style-type: none"> - Build community through courageous leaders.
10:40-11:50	<p>Looking at the SRJC Mission and Vision, Community College Mission and Chancellor's Office DEI Glossary</p> <ul style="list-style-type: none"> - Sussanah Shared the definitions -Suggestion to add to the EEOAC new member training that the EEO plan is now reviewed every year and is a living document that is updated and submitted annually. Being on this committee is committing to the work.
10:50-11:00	<p>Group Discussions – Defining SRJC DEIAAJTC meaning for Students, Faculty, Classified, and Management</p> <ul style="list-style-type: none"> - It was a small group and we stayed in one group to discuss the definitions and implementation.
11:00-11:25	<p>Groups report out to team</p> <ul style="list-style-type: none"> - Conversation on how the plan works, how we can support getting information out to the greater JC community, how to look at outcomes and implement - Looking at data, how do we pull the data to show the quality of the work

	<ul style="list-style-type: none"> - Accountability for the work - Example of Justice definition from Ivan <ul style="list-style-type: none"> - a codification of Roman Law from the sixth century (500s) AD, <ul style="list-style-type: none"> ■ where “justice” is defined as ‘the constant and perpetual will to render to each his due’. - Conversation about supporting students and being more than inclusive. We are a diverse college and create a space where students feel the support and joy of our diversity.
11:25-11:45	<p>Feedback to Courageous Leaders Academy, District Accountability Standards and next steps</p> <ul style="list-style-type: none"> - More discussion on how we can support our student body as employees. - Conversations on what brought us to SRJC (remember to be part of the videos) - Supporting students as a Multicultural Institution.
11:50	Discussion on keeping the meeting once a month for two hours works. Decided to wait to see who else would join.
12:00	Next meeting Nov 3 rd