

Equal Employment Opportunity Advisory Committee (EEOAC)

April 13, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

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

[EEO Plan 2017-2020](#)

I. Approval of Minutes:

- A. [February 23, 2021](#)
- B. [March 9, 2021](#)
- C. [March 23, 2021](#)

II. Committee Process Conversation

A. *Ideas: Time out - "Something said made me feel ____"*

1. *Not necessarily about "me" but a shared code word or phrase used to pause the moment*
2. *Trainings to empower employees in hiring committees, campus committees like eeoac*
3. *Establish rules/criteria*
4. *Two areas: 1. Code word for committee 2. Who is responsible for accountability on campus*
5. *PC group responsibilities, HR culture*
6. *"Moving on" with accountability, values and action*
7. *"Where the line is" moving forward*
8. *Accountability as two separate topics: 1. In this committee 2. Institution wide*
9. *How to handle when return to campus in person meetings?*
10. *Continue conversations: preventative measures like standardized guidelines/principles, team building, committee engagement, community agreements, onboarding new committee members, all committee members being equal within the context of the committee. Retaliation? More than just feelings.*
11. *Committee to think over this and bring it back to next agenda for community agreement for this committee*
12. *PEC guidelines: Carola or Raeanne from Jeanette*

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13. Potentially cancel May 11th meeting, as that is after faculty contract

14. Commitments to each other, more conversation about when conversations go sideways as a follow up or in the moment

III. [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.

2. [EEO Plan Data](#)

a) [EEO Plan Data Tables. Final data table.](#)

b) EEOAC provided feedback last meeting on analysis language

c) *Reviewed the data. Discussed how the federal reporting categories are out of date and not capturing, which may be partially the high number of non-disclosures*

IV. [DEISJ Award](#)

V. 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.

VI. Interview Diversity Questions and Application Diversity Questions

1. [Sample OWU](#)

2. [EEOAC Diversity Questions - working document](#)

VII. EEO Mini-grant program -

<https://www.vccd.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

VIII. Equity - definition campus-wide, needs a consensus. EEOAC and Executive Director DEI

IX. Faculty Project Match similar program

A. [LACCD Project Match](#)

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- 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
- X. Relocation allowance for new hire faculty - past amount, \$2k?
 - 1. [MOU](#)
- XI. Success through Equity Achievement Award Program
- XII. PT Faculty Selection Process
- XIII. 2022 topics:
 - A. Intentionality
 - B. Disaggregation
 - C. Education

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

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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.