

Equal Employment Opportunity Advisory Committee (EEOAC)

April 13, 2021

ZOOM

1:30pm - 3:00pm

EEO Plan Only

Present:

Absent:

[EEO Plan 2017-2020](#)

- I. Approval of Minutes:
 - A. [February 23, 2021](#)
 - B. [March 9, 2021](#)
 - C. [March 23, 2021](#)
- II. Committee Process Conversation
- 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
- 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.vcccd.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

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- VIII. Equity - definition campus-wide, needs a consensus. EEOAC and Executive Director DEI
- IX. Faculty Project Match similar program
 - A. [LACCD Project Match](#)
 - 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*)

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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 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.