

# Equal Employment Opportunity Advisory Committee (EEOAC)

January 13, 2021

**ZOOM**

1:30pm - 3:00pm

Committee Members Present: Joyce Coleman, Jeanette Chian Brooks, Michael Shanahan\*, Sherie Brinley Higgins, Yvette Deceirido\*, Andrew Gil

Committee Members Absent: Camila Acosta, Tim Stone, Roxane Byrne, Claudia Johnson, Carson Mitchell

\*Displays non voting membership or guest

## [EEO Plan 2017-2020](#)

- I. Information: Italics are added items during the meeting so it can be seen over Zoom, Roster at the end of agenda.
- II. Approval of Minutes:
  - A. [December 8, 2020 minutes](#)
  - B. [December 22, 2020 minutes](#)
  - C. *Pending approval for next meeting with higher attendance*
- III. [Committee Anonymous Self Evaluation Survey](#)
  - A. *Will leave for reviewing responses next meeting, and then remove/close survey*
- IV. Review suggestions in EEO plan
  - A. [EEO Plan 2017-2020](#) for 2020-2023
    1. Minor editing: committee membership, quorum & voting, how much are we still doing, Appendix A: send recruitments to the list rather than just the EEO plan itself and who can we add to the list: CTE Faculty networking groups: local, state, national, Hiring for adjuncts
    2. [Changes to Title V](#) will impact BP/AP and EEO Plan
    3. BP/AP on structured part-time faculty hiring process and current BP/AP on student hourly workers
      - a) Refer as an area of effort, noncredit process in progress and recommended to be brought to EEOAC?
    4. [Chancellors Vision for Success - DEI Task Force Document](#)
    5. *Annual survey of EEO demographics can make clear what we do and don't do with the information. Will be more of an HR audit moving forward with more purpose.*
    6. *Left off section Methods to Address Underrepresentation*
- V. *EEO Facilitator vs EEO Representative*
  - A. *Screening in for the best qualified candidates*

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1. *Higher Education level does not automatically mean the candidate is the best qualified. Example: PhD vs Masters degree for faculty positions. As long as both candidates meet MQ's, the PhD does not necessarily equate to a more qualified candidate*

VI. *Equity - definition campus-wide, needs a consensus*

VII. [On campus affinity groups - resolution of support?](#)

A. The President prefers "committee recommendation" to him, not resolution to Board. Says we can include our progress in the quarterly Equity Board report. Employee Affinity Resource Groups

1. Proposal to the President discussed and edited
2. Committee members to suggest language as desired
3. More specifics from EEOAC

VIII. Relocation allowance for new hire faculty - past amount?

A. [MOU](#)

IX. Interview Diversity Questions

A. [Sample OWU](#)

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

X. Mini Grant

## **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. Claudia Johnson (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.*