

# Equal Employment Opportunity Advisory Committee (EEOAC)

February 9, 2021

**ZOOM**

1:30pm - 3:00pm

Present: Michael Shanahan, Andrew Gil, Sherie Higgins, Camila Acosta, Gordon Miguel, Tim Stone, Roxane Byrne, Rachel Walsh

Absent: Joyce Coleman, Jeanette Chian Brooks, Claudia Johnson, Carson Mitchell

## [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. [January 26, 2021](#)
  - B. *Deferred to next meeting*
- III. [Committee Anonymous Self Evaluation Survey:](#)
  - A. [4 Responses as of 2/4/2021](#)
  - B. First 5 minutes of this meeting used to take survey
- IV. [On campus affinity groups - resolution of support](#)
  - A. *To EEOAC to RSVP availability to read sections at CPC meeting. To be sent to next CPC meeting Feb 16th 3pm-4:30pm, ask for start of meeting time frame*
- V. 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.

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6. *Left off section XIV Other Measures Necessary to Further EEO  
Section 3 “Left off here 2/9/2021”*
7. *Next meeting, ONLY EEO Plan*
- VI. EEO Facilitator vs EEO Representative
  - A. Screening in for the best qualified candidates
    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
    2. *Checklists for eeo facilitator*
    3. *Committee feedback surveys and hiring manager surveys in progress by HR*
- VII. Equity - definition campus-wide, needs a consensus
- 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
- XI. Faculty project
  - A. [LACCD Project Match](#)
- XII. Success through Equity Achievement Award Program

**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*

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**Non-voting members**

10. Michael Shanahan (VP of HR, *not counted as quorum*)

*SBCB 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.*