

# Equal Employment Opportunity Advisory Committee (EEOAC)

March 23, 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](#)
- II. [EEO Plan Data](#)
  - A. [EEO Plan Data Tables](#)
  - B. EEOAC to provide feedback on analysis language**
- III. Review suggestions in EEO plan, ideas will be put into "Parking lot" Comments within the plan. Committee members may add comments to the plan at any time.
  - A. [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.
- IV. Market EARs: [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.
- V. Interview Diversity Questions and Application Diversity Questions
  1. [Sample OWU](#)
  2. [EEOAC Diversity Questions - working document](#)
- VI. 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
- VII. Equity - definition campus-wide, needs a consensus. EEOAC and Executive Director DEI
- VIII. Faculty Project Match similar program

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- 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
- IX. Relocation allowance for new hire faculty - past amount, \$2k?
- 1. [MOU](#)
- X. Success through Equity Achievement Award Program
- XI. PT Faculty Selection Process

## **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 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.*