

Equal Employment Opportunity Advisory Committee (EEOAC)

September 8, 2020

ZOOM

2:00pm - 3:00pm

Committee Members Present: Michael Shanahan, Timothy Stone, Roxane Byrne, Sherie Higgins, Jeanette Chian Brooks, Camila Acosta, Andrew Gil

Committee Members Absent: Claudia Johnson

[EEO Plan 2017-2020](#)

- I. Introductions: *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. [May 8, 2020 minutes](#)
 - B. *Approved*
- III. Vote to keep an Equity Liaison (non-voting, advisory role) from Dept. of Equity
 - A. Non-voting due to current EEO plan outline of committee, but can change EEO plan to add Department of Equity Liaison, DSPS Liaison, Veterans Liaison, possibly others and have them voting? OR invite representatives to attend. Would explain why it was changed in the EEO plan. **Please bring this idea to your groups and return via email to Rachel for September meeting.**
 1. *Committee consensus voting seat for Office of Equity (revise in EEO Plan)*
 2. *Invite individual resource people to specific meetings as relevant*
 3. *Committee consensus VP of HR will be non-voting*
- IV. Recommendations for support of EEO at SBCC
 - 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. 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*
 3. Appendix A of EEO Plan Additional Ideas to add:
 - a) Pierre Claeysens Veterans Foundation
 - b) Casa De La Raza

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- c) Jewish Federation of Greater Santa Barbara
- d) 805 UndocuFund...?
- e) National Veterans Foundation
- f) Braille Institute
- g) Partners In Education...?
- h) Public Libraries
- i) Latino Elder Outreach Network (LEON)
- j) Los Prietos Boys Camp...?
- k) Non-Profit Resource Network (NPRN)
- l) Santa Barbara & Ventura Chamber of Commerce

4. *Committee requested to review Plan and add comments and suggestions to be reviewed September 22nd*

V. EEOAC Role & Goals

- A. Specific Issues related to EEO process, come to HR and if its a systemic issue
- B. Professional development not as this committees role around equity & diversity: include representatives from PDAC and FRC
- C. Library of questions for hiring committees
- D. Add official and unofficial groups on campus on EEOAC website

VI. AALRR EEO Training for Fall 2020 *shared with committee members*

- 1. [Foundation for Inclusive Hiring](#)
- 2. [Screening In - Diversity Hiring Workshop](#)
 - a) *Creating a welcoming consistent environment*
- 3. Tests: <https://implicit.harvard.edu/implicit/takeatest.html>
- 4. *Training for Hiring Chair on running committee and increased frequency of EEO trainings*
- 5. *EEOAC to review training materials*

VII. Tom Brown possible training. How has HR gone about in the past trainings: was it consultation or HR's sole decision

- A. *Hiring as intentional community building*
- B. *HR to collaborate with college areas such as LEARN, ARC, Equity committee for input*

Roster:

Voting Members

- 1. Roxane Byrne (Office of Equity Representative)
- 2. Sherie Higgins (CSEA)

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3. Tim Stone (CSEA)
4. Camila Acosta(faculty/AS)
5. Andrew Gil (faculty/AS)
6. Jeanette Chian Brooks (ALA)
7. Claudia Johnson (ALA)
8. VACANT (cabinet-level administrator) *pending appointment when PC has full staff*
9. VACANT (ASG) *pending appointment from ASG around Sept 14th*

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.