

# Equal Employment Opportunity Advisory Committee (EEOAC)

August 24, 2021

**ZOOM**

1:30pm - 3:00pm

*EEO Plan Only*

Present: Michael Shanahan, Sherie Brinley Higgins, Andrew Gil, Jeanette Chian Brooks, Rachel Walsh, Roxane Byrne, Deneatrice Lewis, Timothy Stone  
Absent: Camila Acosta

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

Update: EARG webpage! Please share: <https://sbcc.edu/equity/earg/>

- I. Committee Process Conversation
  - A. Committee to think over this and bring it back to discuss
    1. [Guideline Ideas](#)
- II. [Checklists for EEO facilitator](#)
  - A. Selection Process for EEO reps, specific training
- III. Interview Diversity Questions and Application Diversity Questions
  1. [Sample OWU](#)
  2. [EEOAC Diversity Questions - working document](#)
- IV. [EEO Plan 2017-2020](#) for 2020-2023
  1. [EEO Plan Data](#)
    - a) *Community meetings re decreased Hispanic applicants*
      - (1) *Open House?*
      - (2) *Hire me meetings?*
- V. [DEISJ Award](#)
  - A. SEL classes/badges
  - B. Not completely developed
  - C. What is a Diversity Champion?
  - D. VRC content?
  - E. Add Anselmo and SEL representative in this conversation.
- VI. EEO Mini-grant program -  
<https://www.vcccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>
- VII. Faculty Project Match similar program
  - A. [LACCD Project Match](#)
  - B. Success through Equity Achievement Award Program
  - C. In existing SEL programming?

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- D. Former HR program - list of things
  - E. Dallas Community College? 5yr program
  - F. Hire Me workshops for classified.
- VIII. Relocation allowance for new hire faculty - past amount, \$2k?
- 1. [MOU](#)
- IX. Success through Equity Achievement Award Program
- X. PT Faculty Selection Process
- XI. 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. PENDING (ALA)
8. PENDING (cabinet-level administrator)
9. PENDING (ASG)

**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.*