

Equal Employment Opportunity Advisory Committee (EEOAC)

October 13, 2020

ZOOM

2:00pm - 3:00pm

Committee Members Present: Michael Shanahan, Andrew Gil, Sherie Brinley Higgins, Carson Mitchell, Camila Acosta, Claudia Johnson

Committee Members Absent: Roxane Byrne, Tim Stone, Jeanette Chian Brooks

[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. [September 22, 2020 minutes](#)
- III. On campus affinity groups - resolution of support?
 - A. *Language supporting creation of affinity groups, not intended to create them or name them*
 - B. *Committee and HR both will look for examples and draft language for the December 17th regular board meeting*
- IV. AALRR EEO Training for Fall 2020 shared with committee members - Feedback?
 - A. [Foundation for Inclusive Hiring](#)
 - B. [Screening In - Diversity Hiring Workshop](#)
 - C. Committee members to review and provide feedback on 10/13/2020
 - D. Training for EEOAC members and HR confirmed Friday, November 13th
1:30pm - 3:30pm
- V. *Executive Director of Equity job description currently out for feedback*
- VI. [Annual EEO Survey](#) of all employees demographics
 - A. *Contact Pacific Pride for information on use of non-binary*
- VII. Review suggestions in EEO plan
 - A. [EEO Plan 2017-2020](#) for 2020-2023
 1. Marked where left off in the document
 2. 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
 3. [Changes to Title V](#) will impact BP/AP and EEO Plan

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4. 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
5. [Chancellors Vision for Success - DEI Task Force Document](#)
6. *Left off section V*

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. VACANT (cabinet-level administrator) *pending appointment when PC has full staff*
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.