

Equal Employment Opportunity Advisory Committee (EEOAC)

November 23, 2021

ZOOM

1:30pm - 3:00pm

Present:

Absent:

- I. Pending appointment for new committee members:
 - A. Student appointee
- II. [Checklists for EEO facilitator](#)
 - A. *Selection Process for EEO reps, specific training*
 - B. *Testing*
 - C. *Quality Checking*
 - D. *Concern re overloading EEO Reps*
 1. *Contract out the role to experts? Ask Kindred.*
 2. *Recruiting eeo reps?*
 - a) *Internship?*
 - b) *Survey current understanding of DEI, hiring*
 - c) *Mini-recruitment? once , twice a year?*
 - (1) *What commitment of time?*
 3. *Pay?*
 4. *Formal release time?*
 5. *Better training for reps*
 - a) *How did we get here? Historic stats?*
 - b) *Student Success metrics re diversity*
 - c) *Role modeling*
 - d) *Bystander Intervention*
 - e) *Available resources*
 - f) *How to redirect conversation*
 - g) *How to overcome resistance*
 - h) *What to do when nothing works*
 - E. *How to boost EEO Rep authority?*
- III. [Update and Review Posting Language](#)
 - A. *Videos*
 - B. *College honors - recent*
 - C. *Selling position and college - Martha? Videos*

Equal Employment Opportunity Advisory Committee (EEOAC)

November 23, 2021

ZOOM

1:30pm - 3:00pm

D. Selling benefits - Sharon R. Videos

E. Prof Development Program

F. Photos?

G. Hot links to other compelling info, e.g., **affinity groups - ee's and students**

H. What else?

I. Department sharing postings on their Facebook, etc.

J. Testimonials - students/employees - what's to love about SBCC?

K. Interviews

1. **Public - zoom**

2. **Multi-level?**

a) **competency/cultural?**

IV. SEL PT Faculty Hiring report - status, feedback

V. Faculty Hiring - 2021/22 pilot project

VI. Improving EEO Disclosures - decline to state

A. Perla - bring [posting language](#) to next meeting

B. Your data is very important to us. This information is maintained separately from your application, and is strictly confidential to Human Resources. It is not provided to the selection committee, hiring manager, or anyone else. This information will assist us in measuring our success in reaching a diverse pool of applicants from all communities.

When you voluntarily disclose this demographic data, you empower the district with the information necessary to bring about change and to honor our commitment to the SBCC campus community to build an equitable and inclusive workforce dedicated to the success of every student.

C. START HERE

D. New Application Equity Question

E. Review EEO categories, expand?

F. Demographic categories – expand to fold into standards categories

1. Mixed culture or heritage not “race”

VII. Interview Diversity Questions and Application Diversity Questions

Equal Employment Opportunity Advisory Committee (EEOAC)

November 23, 2021

ZOOM

1:30pm - 3:00pm

1. [Sample OWU](#)
2. [EEOAC Diversity Questions - working document](#)
3. What next? **How to create equity-based interview questions, not just an equity question.**

VIII. [EEO Plan 2017-2020](#) for 2020-2023

1. [EEO Plan Data](#)
2. *Community meetings re decreased Hispanic applicants*
 - a) *Open House?*
 - b) *Hire me meetings?*
 - c) *Timing?*

IX. Relocation allowance for new hire faculty - past amount, \$2k?

1. Maintain prior amount
2. [MOU](#)

X. EEO Mini-grant program -

<https://www.vccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>

XI. 2022 topics:

- A. Intentionality
- B. Disaggregation
- C. Education

XII. Temporarily Tabled

A. Committee Process Conversation

1. Committee to think over this and bring it back to discuss
 - a) [Guideline Ideas](#)

B.

C. [DEISJ Award](#)

1. SEL classes/badges
2. Not completely developed
3. What is a Diversity Champion?
4. VRC content?
5. Add Anselmo and SEL representative in this conversation.

D. Faculty Project Match similar program

Equal Employment Opportunity Advisory Committee (EEOAC)

November 23, 2021

ZOOM

1:30pm - 3:00pm

1. [LACCD Project Match](#)
2. Success through Equity Achievement Award Program
3. In existing SEL programming?
4. Former HR program - list of things
5. Dallas Community College? 5yr program
6. Hire Me workshops for classified.

Roster:

Voting Members

1. Roxane Byrne (Office of Equity Representative)
2. Sherie Higgins (CSEA)
3. Tim Stone (CSEA)
4. Linda Beers (faculty/AS)
5. Andrew Gil (faculty/AS)
6. Jeanette Chian Brooks (ALA)
7. Christopher Johnson (ALA)
8. Martha Swanson (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.