

Equal Employment Opportunity (EEO) Committee Overview

Background Information

- 2011-12: SGC charged IDEA Committee with drafting proposal for College EEO Committee
- February 2012: IDEA recommends to SGC the roles/responsibilities and membership for EEO
 - No record of SGC action to endorse recommendation or officially establish EEO
- Spring 2012: EEO group held several meetings
- Fall 2013/Spring 2014: SGC revisits/discusses original IDEA recommendation
- April 2014: SGC approves the charge and membership for the EEO Committee
 - EEO is established as a sub-committee to SGC (subject to provisions of the Brown Act)

Charge

- Promote a positive educational and working environment that will foster appreciation of the diverse population of California.
- Advise, assist, and make recommendations to the College on the implementation of a college-wide EEO plan and programs.
- Develop and implement effective equal employment, staff diversity, and disability access programs at the College.
- Sponsor events, training, or other activities that promote equal employment opportunity, non-discrimination, retention and diversity, cultural/disability awareness, cross-cultural communication styles, and multi-ethnic team building.
- Create a plan to monitor all selection committees for ethnic and gender balance and to ensure the integrity.
- Participate on the District Equal Employment Opportunity Advisory Council (DEEOAC) and work with the staff development committees to assist in the planning of equal employment opportunity workshops and on the implementation of a district-wide EEO Plan and programs.

Membership

- Equal representation, based on constituency group (in keeping with SGC representation)
 - 3 Classified – appointed by Classified Senate
 - 3 Faculty – appointed by Academic Senate
 - 3 Managers – appointed by the President
 - 3 Students – appointed by LMCAS
- Co-Chairs
 - Ronke Olatunji, Director of Business Services (EEO Officer)
 - Ruth Goodin, Senior Foundation Director

Monthly Meeting Day/Time (beginning Spring 2015 – first meeting on January 13)

- 2nd Tuesdays, 2:00 – 4:00 p.m. in CO-420

District Equal Employment Opportunity Advisory Council (DEEOAC)

- Facilitator – Associate Vice Chancellor (AVC)/Chief Human Resources Officer

- Charge/Function – Advise, assist, and make recommendations to and through the Executive Vice Chancellor, Administrative Services, to the Chancellor’s Cabinet for the development and implementation of effective District-wide Equal Employment, Staff Diversity and Disability Access Programs.

- Membership
 - 3 Academic Senate (3 from each college)
 - 4 Classified Senate (1 from each college/District)
 - 4 Management Council (1 from each college/District)
 - 4 Local 1 (1 from each college/District)
 - 3 United Faculty (1 from each college)
 - 1 confidential employee
 - President of United Faculty;
 - President of Local 1
 - President, Faculty Senate Coordinating Council
 - Student Trustee
 - AVC/Chief HR Officer
 - *A minimum of at least three of the college representatives shall be current members of each college’s DEEOAC*

- Meeting Days/Times – as scheduled