

**EEO COMMITTEE MEETING AGENDA**  
**Tuesday, April 11, 2017      2:30pm – 4:30pm**  
**Core Conference Room SS4-409**

**In attendance:**

Co-Chairs:                      Sabrina Kwist and Alex Porter  
Faculty Representatives:      Janice Townsend  
Manager Representatives:      Carla Rosas  
Student Representatives:      Israel Castro and Nilton Serva  
Support:                          Vacant

**Absent:**

Abbey Duldulao, Tamara Green, Theodora Adkins, James Noel, Dave Belman, A'kilah Moore

Item #	Time	Topic/Activity	Lead	Information Discussion Action	Minutes
1.	5	Welcome	Sabrina and Alex		Sabrina welcomed everyone.
2.	5	Public Comment and Announcements	Sabrina and Alex		Israel received the Cesar Chavez Spirit Award and will be honored on April 14 <sup>th</sup> .
3.	1	Choose a note taker	Sabrina and Alex	D	Israel volunteered
4.	9	Approve Agenda for April 11, 2017 Approve Minutes from November 8, 2016 meeting Approve Minutes from March 14, 2017 meeting	Sabrina and Alex	A	We did not have quorum so only discussion items were discussed
<b>Follow-up</b>					
5.	5	Email to ask district to formalize campus hiring process options	Sabrina	I,D,A	Sabrina plans to ask Dio after the district orientation Discussed nationwide outreach efforts and then not paying for flights-maybe bring to DEEOC
6.	5	Letter to college president regarding Kimberly Papillion	Tamara/Sabrina	I, D,A	Bob responded to letter, Sabrina will connect with Tamara on a follow-up. Make sure training is EEO related over civic engagement.
<b>Reports</b>					
7.	5	Report on Districtwide EEO Advisory Committee Meeting <ul style="list-style-type: none"> <li>• Follow-up about DEEOC regarding Kimberly Papillion</li> <li>• Overall report</li> </ul>	Dave/Tamara/ James/Theo	I,D,A	No Report-no EEO members present that attended

8.	10	<p>EEO Sub-Committee Report-Outs</p> <ul style="list-style-type: none"> <li>• Updates from sub-committees – Items not agenized as old or new business</li> <li>▪ <u>Retaining a Diverse Workforce/ Changing the Culture to Support a Diverse Workforce</u> - Carla R., Dave B. and A’kilah M., Israel C.</li> <li>▪ <u>Hiring a Diverse Workforce</u> - Janice T., Abbey D., Tamara G. and Theo A.</li> </ul>	<p>All</p> <p>Carla</p>	I, D, A	<p>Goal 1 and 3 will be discussed in items 10 and 11. Goal 2 will be discussed in it10.</p>	
<b>Old BUSINESS</b>						
9.	20	<p>SGC Approval of EEOC Charges</p> <ul style="list-style-type: none"> <li>• Classified Senate</li> <li>• Academic Senate</li> <li>• Associated Students</li> <li>• Date for SGC- Who Presents</li> </ul>	<p>Janice/Carla/ Abbey/Israel</p>	I, D, A	<p>Classified senate recommendation was accepted by Associated Student and will go back to Academic Senate for approval.</p> <p>Carla and Alex will present charges and goals to SGC</p>	
10	20	<p>Manager Hiring Grid</p> <ul style="list-style-type: none"> <li>• Academic Feedback regarding Manager Hiring Grid</li> <li>• Managers’ plan (Instructional Deans, Student Support, road show, etc)</li> <li>• Classified Senate</li> <li>• Next Steps</li> </ul>	<p>Janice Dave and Carla</p> <p>Abbey</p>	I, D, A	<p>Academic Senate will vote on a motion in support of the hiring grid at next Academic Senate meeting.</p> <p>Abbey and Carla to bring the grid to Classified Senate</p> <p>Carla and Dave have a plan to discuss with managers</p>	
11	20	<p>New Employee Survey</p> <ul style="list-style-type: none"> <li>• Work plan and timeline</li> </ul> <p>Exit Survey</p> <ul style="list-style-type: none"> <li>• Can we get the questions from District</li> <li>• Carla to share models</li> </ul>	Carla and Dave	I,D,A	<p>In progress and will presented at next meeting. Carla will connect with Beth and Akilah.</p>	
<b>New Business</b>						
12	10	<p>Next Steps and Future Agenda Items</p> <ul style="list-style-type: none"> <li>• Follow-up Items List for next meeting</li> <li>• Spring 2017 Meeting Dates – Feb 14<sup>th</sup>, Mar 14<sup>th</sup>, Apr 11<sup>th</sup> and May 9<sup>th</sup></li> </ul>	Sabrina and Alex	D	<p>Meeting adjourned at 3:44</p>	

Ongoing: Administrative support for the Committee