



Minutes – March 31, 2022
4 p.m.-5 p.m.

- Members Present:** Lesley Doig, Maria Figueroa, Nick Mortaloni, Edrei Padilla, Mary Raya
- Members Absent:** Mel Johnson, Kristina Lony, Al Nyman, Bea Palmer
- Guests:** Golnoosh Behrouzian, James Clifton, Shawna Sourivanh, Chris Tarman

The committee welcomed Mary Raya, Student Representative as the newest member to EEOAC. Introductions were made and a brief overview was provided on the committee's mission.

1. Review March 15, 2022 Meeting Minutes
The committee reviewed the March 15, 2022 meeting minutes.

2. EEO Plan Update

- Data—Define Categories

RPIE—reached out to IPED for assistance in gathering the data we need for our tracking. The format will need restructuring to meet our dashboard format. The projected timeline for the dashboard is approximately one- and one-half months. Once completed, the committee is available to test the dashboard.

HR—currently working on information to be tracked through Workday. On the application side, we are still waiting for some information from PeopleAdmin. Shawna is working with Hayley on the language for the messaging portion. Once it is completed, Shawna will reach out to Nick, Kristina, and others for input.

- Fund Expenditures

Historically we have received \$50K annually in EEO funds. Following is a list of areas that EEO funds may be used per Education code section 87108 and Title Five section 53030:

- Outreach and recruitment
- In-service training on equal employment opportunity
- Accommodations for applicants and employees with disabilities pursuant to title five section 53025
- Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators
- Other activities to promote equal employment opportunity

The state has allocated additional one-time funding this year, \$50K for Professional Development for faculty around diversity and \$208K for EEO best practices. There will be additional opportunity to apply for grants from the state for

the remaining balance of the funds they have allocated for innovative practices. The grant application will be forthcoming from the state. Three areas of focus are: pre-hiring strategies, hiring strategies, and post hiring/retention strategies. An outline will be brought to the next meeting for the committee to review. Potential ideas to consider would be promotional videos (DEI, anti-racist) for applicants to review on our website for pre-hire strategy; application/interview training for our existing employees so that we can give our own people the best opportunity to compete; faculty ambassadors to support and promote our work. E.g., innovative best practices. Other hiring practices-blind screen applications, professional grad hiring trainings, videos, other grow your own programs, training. Once we finish our research around the funds/activities, we will bring it back to the committee to review.

- Other Information

Charlie spoke with EMT and they are okay with the nine-month extension on the EEO Plan. An update will be provided at the May board meeting.

3. ACHRO Update
None. Meeting tomorrow.
4. Open Discussion
Community member resignation, discussion on replacement.
5. Next Meeting – April 14, 2022 at 4 p.m.