



Minutes – May 10, 2021
10 a.m.-11 a.m.

Members Present: Leslie Doig, Kristina Londy, Nick Mortaloni, Charlie Ng, Al Nyman, Bea Palmer, Maria Urdaneta

Members Absent: Leticia Chavarria, Maria Figueroa, Melissa Johnson

1. Reviewed April meeting minutes.
2. EEO Presentation
Reviewed EEO presentation for the May board of trustees meeting.
3. Review Draft [EEO Plan](#)
Reviewed draft EEO Plan to be submitted at the May board of trustees meeting. Committee agreed the plan can be submitted as stated.
4. Review 2020/2021 Multiple Method Allocation Certification Report
The committee reviewed the certification report to be presented at the May board of trustees meeting and recommended that Academic Impressions be added under Multiple Measure #7 as part of professional development opportunities. Committee agreed plan can be submitted with addition. Recommendation for next year: better integrate the language between the two documents (EEO Plan/Multiple Methods).
5. EEOAC Membership – Advisory Committee
Committee to review make up of participants on the committee for next year. Following are ideas for the committee make up:
 - Member from a faith-based organization
 - Move Al Nyman’s membership from community member to associate faculty and add an additional associate faculty member
 - Schedule meeting time where members of the community would be able to participate—take into consideration their work schedule
 - Provide a committee orientation for new members
 - Consider adding/opening up student participation outside of ASG
6. Open Discussion
 - Update Community Organizations – Appendix A of EEO Plan
 - Align Climate Survey with EEO Plan
 - Under Hiring, consider adding incentives for hard-to-hire areas/disciplines
 - Outreach – beyond publications when looking to fill positions
 - EEOAC Recommendation – chair of the hiring committee should be part of the final interview process
 - Classified Senate training – EEO
 - Add formerly incarcerated student population to the September agenda
5. Next Meeting
TBD