



Minutes – October 12, 2022
4 p.m.-5 p.m.

Members Present: Maria Bucio, Lesley Doig, Emely Gutierrez, Kristina Londy, Charlie Ng, Al Nyman, Edward Pohlert

Members Absent: Mel Johnson, Nick Mortaloni

Resource: Chris Tarman

1. Review September 14, 2022 Meeting Minutes
The committee reviewed the September 14, 2022 meeting minutes.
2. EEO Plan
 - Develop Goals – EEOAC

Charlie presented an outline of EEOAC 2022-23 Goals. The committee reviewed them and provided input on the scope of work with areas of focus on pre-hire, hiring, and post-hire. The committee discussed working to get information out to the college community to better advise on the work EEOAC is doing to support EEO.

Input from committee members on areas of focus are: adding the commitment statement on all job announcements; onboarding activities; welcoming new employees; increase diversity in associate faculty hires; diversifying hiring committees for associate faculty hires; retention; develop common language around embracing differences amongst employees/students; being a resilient institution; redesign the employee experience (coin the same thing for the student experience); present at flex week or have a quarterly newsletter sharing what EEOAC is accomplishing.

Charlie will work on the goals and incorporate input from today's meeting. The list will be revised and sent out before the next meeting so the committee can add their ideas to the list.

3. Finalize EEOAC Committee Member Application and Advertisement

The EEOAC member application was finalized. We will be recruiting for one (1) community member and will send the advertisement for the position out to the EEOAC Outreach & Recruitment list created by the committee last spring. Members are encouraged to share the announcement with others in the community they believe would be interested in being a part of the committee.

4. Open Discussion
None.
5. Next Meeting – Wednesday, October 26, 2022