



**Draft Minutes – March 1, 2021
10 a.m.-11 a.m. - Zoom**

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

Members Absent: Leticia Chavarria

1. Introductions
The meeting began and committee introductions made.
2. Review the Charge of the EEOAC
Ng reviewed the charge of the EEOAC with the committee and requested that members become familiar with it:

The district has established an Equal Employment Opportunity Advisory Committee to act as an advisory body to the equal employment opportunity officer and the district as a whole to promote understanding and support of equal employment opportunity policies and procedures. The Equal Employment Opportunity Advisory Committee assists in the development and implementation of the EEO Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for plan revisions as appropriate.

3. [Vision for Success Diversity Equity and Inclusion Task Force 2020 Report](#)
Ng provided background on the Vision for Success Diversity Equity and Inclusion Task Force 2020 Report that that three of our college members—Luke Lara, Maria Figueroa, and Edward Pohlert were cited in the report.

The report is broken down into three parts as follows:

- Part I: Developing a Shared Understanding of the Problem
- Part II: Strategies Intended to Dramatically Improve Diversity
- Part III: Augmenting Existing Funding to Advance Statewide Diversity Efforts

The following three levels are an area of focus to address faculty and staff diversity efforts—institutional, interactional, and individual. The strategies are broken down by tiers - Tier 1 1-2 years, tier 2 3-5 years and requires additional funding. There are 29 strategies with 74 activities.

Human Resources will do an assessment of the 29 strategies and 74 activities listed in Appendix C to determine a baseline on how to move forward.

4. [Equal Employment Opportunity Plan](#) – Approved June 11, 2020
Brief overview of the EEO Plan and purpose. Approved by the board every year. One of the taskforce recommendations is to standardize the EEO plan for all of the colleges.
5. Allocation of the Equal Employment Opportunity Fund
Reviewed the 2019/2020 EEO Fund Multiple Method Allocation Certification form and the nine multiple methods. Human Resources will provide a draft of the preliminary responses for the 2020/2021 report at the next meeting.
6. Open Discussion
Ng will be setting up an EEO training of the plan and will send out meeting invites.

Status of student committee members discussed. We hope to have a student assigned by the next meeting.
7. Next Meeting
The committee will meet on Monday's at 10 a.m. and the next meeting will be in approximately three weeks. Meeting invites will be sent out for future meetings.