

# Equal Employment Opportunity Advisory Committee (EEOAC)

November 10, 2020

**ZOOM**

2:00pm - 3:00pm

Committee Members Present: Michael Shanahan\*, Sherie Higgins, Roxane Byrne, Timothy Stone, Carson Mitchell, Andrew Gil, Deneatrice Lewis\*, Glenn Dixon\*, Jeanette Chian Brooks, Camila Acosta, Claudia Johnson

Committee Members Absent:

\*Displays non voting membership

## [EEO Plan 2017-2020](#)

- I. Information: Italics are added items during the meeting so it can be seen over Zoom, Roster at the end of agenda.
  - A. Reminder: AALRR Training for EEOAC members and HR confirmed  
Friday, November 13th 1:30pm - 3:30pm
- II. Approval of Minutes:
  - A. [October 27 2020 minutes](#)
    1. *Approved, no objections*
- III. [On campus affinity groups - resolution of support?](#)
  - A. The President prefers “committee recommendation” to him, not resolution to Board. Says we can include our progress in the quarterly Equity Board report. *Employee Affinity Resource Groups*
    1. *Proposal to the President discussed and edited*
  - B. Language supporting creation of affinity groups, not intended to create them or name them
  - C. Committee and HR both will look for examples and draft language for the January board meeting instead of December?
    1. [Everett](#)
    2. [Bakersfield](#)
    3. [Los Rios](#)
    4. [Portland](#)
  - D. *Committee members to suggest language as desired*
- IV. [Annual EEO Survey](#) of all employees demographics
  - A. Pacific Pride gave the following language:
    1. Agender, Bigender, Gender-fluid,-Binary, Woman, Questioning, I choose not to share \*\*top of their survey says “We would prefer the “Other” option read “Not Listed,” but cannot change that in the Google Form Template. Please know we do not see you as “other,” but as an important part of our community!”

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- B. HR added Roxane Byrne for input on survey and will remove access prior to sending out to all employees
- C. *Language clarified and will use Banner information. HR to discuss what it takes for adding areas that are not currently in banner and personal pronouns in Banner utilization. Glenn to list current Banner options.*
- V. Review suggestions in EEO plan
  - A. [EEO Plan 2017-2020](#) for 2020-2023
    - 1. *Marked where left off in the document*
    - 2. Minor editing: committee membership, quorum & voting, how much are we still doing, Appendix A: send recruitments to the list rather than just the EEO plan itself and who can we add to the list: CTE Faculty networking groups: local, state, national, Hiring for adjuncts
    - 3. [Changes to Title V](#) will impact BP/AP and EEO Plan
    - 4. BP/AP on structured part-time faculty hiring process and current BP/AP on student hourly workers
      - a) Refer as an area of effort, noncredit process in progress and recommended to be brought to EEOAC
    - 5. [Chancellors Vision for Success - DEI Task Force Document](#)
    - 6. Left off section V
    - 7. *Next meeting will start with EEO Plan review*
- VI. Relocation allowance for new hire faculty
  - A. [MOU](#)
- VII. *Next meeting will be 90 minutes*

**Roster:**

**Voting Members**

1. Roxane Byrne (Office of Equity Representative)
2. Sherie Higgins (CSEA)
3. Tim Stone (CSEA)
4. Camila Acosta(faculty/AS)
5. Andrew Gil (faculty/AS)
6. Jeanette Chian Brooks (ALA)
7. Claudia Johnson (ALA)

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8. VACANT (cabinet-level administrator) *pending appointment when PC has full staff*

9. Carson Mitchell\* (ASG) *Interim, pending appointment from ASG for permanent*

**Non-voting members**

10. Michael Shanahan (VP of HR, *not counted as quorum*)

*SBCC has established an Equal Employment Opportunity Advisory Committee (EEOAC) to act as an advisory body to the equal employment opportunity officer and the institution 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 Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for Plan revisions as appropriate.*