

# Equal Employment Opportunity Advisory Committee (EEOAC)

September 14, 2021

**ZOOM**

1:30pm - 3:00pm

*EEO Plan Only*

Present:

Absent:

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

Update: EARG webpage! Please share: <https://sbcc.edu/equity/earg/>

- I. Interview Diversity Questions and Application Diversity Questions
  1. [Sample OWU](#)
  2. [EEOAC Diversity Questions - working document](#)
- II. [EEO Plan 2017-2020](#) for 2020-2023
  1. [EEO Plan Data](#)
    - a) *Community meetings re decreased Hispanic applicants*
      - (1) *Open House?*
      - (2) *Hire me meetings?*
- III. EEO Mini-grant program -  
<https://www.vcccd.edu/sites/default/files/departments/human-resources/EEOAdvisoryCommittee/Mini-GrantProgram/final2018diversityminigrantbrochure.pdf>
- IV. Relocation allowance for new hire faculty - past amount, \$2k?
  1. [MOU](#)
- V. 2022 topics:
  - A. Intentionality
  - B. Disaggregation
  - C. Education
- VI. **Temporarily Tabled**
  - A. Committee Process Conversation
    1. Committee to think over this and bring it back to discuss
      - a) [Guideline Ideas](#)
  - B. [Checklists for EEO facilitator](#)
    1. Selection Process for EEO reps, specific training
  - C. [DEISJ Award](#)
    1. SEL classes/badges
    2. Not completely developed

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3. What is a Diversity Champion?
  4. VRC content?
  5. Add Anselmo and SEL representative in this conversation.
- D. Faculty Project Match similar program
1. [LACCD Project Match](#)
  2. Success through Equity Achievement Award Program
  3. In existing SEL programming?
  4. Former HR program - list of things
  5. Dallas Community College? 5yr program
  6. Hire Me workshops for classified.
- E.

**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. Christopher Johnson (ALA)
8. PENDING (cabinet-level administrator)
9. PENDING (ASG)

**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.*