

Solano Community College
Equity and Inclusion Advisory Council
February 6, 2013, 1:00 p.m.
Room 902

Meeting Minutes

In attendance: Immaculate Adesida, Rich Cross, Lynette Gray, Judy Nash, Pei-Lin Van't Hul, Judy Yu

Convene – 1:05 p.m.

1. **Review/Approve Minutes and Agenda** Moved: I. Adesida, Second: J. Nash

EIAC Members/ present:

Academic Senate	Karen McCord	absent
ALG	Cynthia Garcia	absent
ALG	Pei-Lin Van't Hul	present
ALG	Judy Yu	present
CSEA	Lynette Gray	present
EEO Officer	Immaculate Adesida	present
Disability Services Program	Judy Nash	present
Veterans	Jesse Branch	absent
Ethnic Minority Coalition	Tasha Smith	absent
Student Representative	vacant	
Local 39	Rich Cross	present

2. **Recruitment Update:** Immaculate Adesida

- Openings posted on Human Resources, Vacancies page, for Spring 2013, handout provided, attached (#1):
 - Deans = 3, all posted
 - Faculty FT = 14+ posted
 - Adjunct = 29+ posted
 - Classified = 3 posted
 - More openings in late February
- Advertising in the RIGHT Places. Openings are posted in all free/low cost websites:
 - Craigslist (small cost ~ \$25)
 - LinkedIn
 - CCC Registry (all community colleges' jobs)
 - Local Universities

- Minority websites www.diverseeducation.com (costly, so limited use)
 - HireEd (pricey, some are listed there)
 - CalJOBS
 - New job search websites to be evaluated and added to the outreach:
 - www.indeed.com
 - www.bright.com
 - All openings are sent to \$ALL for SCC, so faculty or staff can forward announcements to others they know
- EEO Training is REQUIRED, as an EEO Compliance issue. The EEO Officer is required to conduct training for persons sitting on hiring committees.
 - Over 200 staff completed the EEO Training to date.

3. **Additional Topics for Spring 2013 and beyond**

- HOLD, for March, and larger EIAC membership in attendance.

4. **How do we promote Diversity?**

- Discuss our definition of “diversity” at SCC. Immaculate provided a hand-out, attached. (#2)

Diversity: A mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets to the groups and organizations which they interact.

Apply to SCC campus-wide:

- Diversity in Hiring
- Diversity in student body
- Diversity in training

Discussion of UC Berkeley “Cultural Day” – campus-wide event, 31 nations were represented by university faculty, staff and student groups; everyone was proud to present music, food, clothing, dance, etc. from their personal homeland.

- Immaculate will take this concept/idea to ALG to review/discuss the opportunity to have such an event at SCC.

5. **EIAC Members share their bibliographies** Hold for additional bios.
6. **Re-examine Campus Climate survey need**
Campus Climate survey: Review options for online survey. Keep separate from current "new student" survey. DSPS students resist completing this survey.

DEFINE PURPOSE: short, simple survey for Students AND Faculty AND Staff.

- 10 questions: Feel "valued", feel "safe"

Multiple choice with a comments box.

- Pei-Lin can provide a template.
- o Kelcey Cromer did conduct a LONG survey, per Pei-Lin. Not connected with EIAC.
- o Consider offering a \$50 BN gift certificate

7. **Schedule Review of EEO Plan**

- Set priorities for improvements:
 - Rich Cross did a summary of citations from the EEO Plan. These need definition/footnotes in the to be revised EEO Plan. Rich's notes are attached. (#3)
- Review "Los Rios " model/sample, if available from Charo Albarrán
- Report out EEO Training by attendees:
This training is very good, relevant and needed.

8. **Schedule Photo of EIAC members** later date

9. **Adjourn: 1:55 p.m.** Moved: R. Cross, Second: J. Nash

Next meeting Date: March 6, 2013, 1:00 – 2:00, Room 902

Attachments:

1. Recruitment Update – Open Positions
2. Diversity citations (Immaculate Adesida)
3. EEO Plan citations (Rich Cross)