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:**
   
<table>
<thead>
<tr>
<th>Academic Senate</th>
<th>Karen McCord</th>
<th>absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>ALG</td>
<td>Cynthia Garcia</td>
<td>absent</td>
</tr>
<tr>
<td>ALG</td>
<td>Pei-Lin Van’t Hul</td>
<td>present</td>
</tr>
<tr>
<td>ALG</td>
<td>Judy Yu</td>
<td>present</td>
</tr>
<tr>
<td>CSEA</td>
<td>Lynette Gray</td>
<td>present</td>
</tr>
<tr>
<td>EEO Officer</td>
<td>Immaculate Adesida</td>
<td>present</td>
</tr>
<tr>
<td>Disability Services Program</td>
<td>Judy Nash</td>
<td>present</td>
</tr>
<tr>
<td>Veterans</td>
<td>Jesse Branch</td>
<td>absent</td>
</tr>
<tr>
<td>Ethnic Minority Coalition</td>
<td>Tasha Smith</td>
<td>absent</td>
</tr>
<tr>
<td>Student Representative</td>
<td>vacant</td>
<td></td>
</tr>
<tr>
<td>Local 39</td>
<td>Rich Cross</td>
<td>present</td>
</tr>
</tbody>
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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
EIAC Minutes Notes
2/6/2013

- 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.
  - Kelcey Cromer did conduct a LONG survey, per Pei-Lin.  
  - Not connected with EIAC.
  - 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)