

**Equity and Inclusion Advisory Council (E.I.A.C.)  
Minutes (Unadopted) for September 5, 2013 (Room 234 Campus Lane)**

In attendance: Jesse Branch, Judy Yu, Nona Cohen-Bowman, Luis Garcia, Karen McCord, Richard Cross, Annette Dambrosio, Shemila Johnson, Patricia Young, Jose Ballesteros, Mayra Loza, Alexis Williams-Patton, Susanna Gunther.

The meeting was focused on going over the final EEO Plan. Chairs Bowman-Cohen and Annette Dambrosio (taking over for Fall 2013 while Charo Albarran is on leave) went over the various parts of the Plan that were required for compliance and solicited input from the Committee members regarding the local EEO Plan component.

Committee members discussed ideas for Clery Act posting and expressed an interest in pursuing forums to address any issues pertaining to diversity that might negatively impact campus. Members were pleased that NEOGOV data was being analyzed and would be included in the EEO Plan. The potential for using NEOGOV data is an excellent asset to equal employment opportunity planning at SCC.

Member discussed their interest in creating surveys to increase awareness of diversity activities and to solicit more ideas for diverse recruitment. Members are interested in putting together a campus climate survey; a suggestion was made to begin a survey with a small task, i.e., ideas for more diverse recruitments and for recruiting more students to SCC.

Membership needs to be identified by next Committee meeting. Members expressed their desire to hold meetings from 12-1 on the first Weds. of each month. Voting members must adhere to representatives. Advisory members such as Director of Marketing and Outreach, Institutional Research, Planning, and Effectiveness, and ASSC Advisor are welcome to attend (non voting).

After more discussion, EEO Plan was approved unanimously. The members agreed to meet again on Weds., October 2, 12-1 (Room 234 Campus Lane).

Next meeting should be focused on initiating survey and to determine completion of bio/photo project for SCC Web.