

EIAC MINUTES

5-14-14 (ROOM 404; 12 – 1 p.m.)

In attendance: Shemila Johnson, Rachel Ancheta, Annette Dambrosio, Karen McCord, Richard Cross, Peter Cammish

Absent: George Ogin, Jesse Branch, Tasha Smith, Judy Yu, Judy Nash

Guest: Naser Baig, ASSC

The meeting was called to order (Cross/Ancheta) at 12:10 p.m. and Minutes from April were approved.

The discussion centered on revising the EIAC goals and purpose. Dambrosio had made some suggestions to eliminate redundant language and to simplify the EIAC purpose document. The group suggested additional changes and Dambrosio offered to include the additional changes to the document and resend to everyone by June 5. McCord suggested that the document be sent out one more time only and that if there were no objections, EIAC should adopt the changes so that the revised version could be published and the Web updated.

Discussion centered on the need to bring more awareness to the EIAC. McCord commented that EIAC was more visible when the College had a Diversity Officer. Ancheta pointed out that having HR more involved in E.I.A.C. should help.

A concern that prevails is the need for HR to do additional training for hiring. Last year, SCC employed a consultant for Sexual Harassment workshops, but the consultant was very expensive. The group emphasized the need for HR to do more training that is directly related to hiring issues and that at a minimum, all Hiring Committee Chairs must undergo training.

The group also discussed the necessity for the various hiring committees to write their respective job descriptions and some complaints were voiced regarding HR's "template diversity language." Ancheta agreed that committees should submit their own language and HR's function was only to review the diversity language to ensure that job descriptions and interview questions addressed diversity and equity where appropriate. The group advised that the diversity language on the SCC application needs revision and volunteered to help with that project (EIAC will tackle question 1 at their next meeting).

Ancheta pointed out the recruitment is a big issue and that all SCC recruiters need formal training. Also it is important that SCC advertise in the right publications, such as the Chronicle of Higher Education, Multicultural Issues in Higher Education,

Dambrosio announced that the Academic Senate and SGC is now discussing the issue of awarding Veterans credit for Military service. As requested at the last meeting, Ancheta created a generic flyer to distribute regarding jobs available at SCC. She also pointed out that NEO GOV is now being reevaluated to ensure that EEO reporting is more complete.

Discussion continued on data that is being collected regarding our hiring applicant pools. Cammish inquired: Do you want our application pool to be reflective of our County? The state? The Bay area? McCord observed that SCC faculty do not reflect the diversity in Solano county, for example.

The group suggested that our demographics should extend beyond the population of Solano County and that we need to examine the educational attainment of County residents (some groups might be large, but also without degrees to apply for teaching jobs). The group discussed that personal outreach is also helpful and wants to do more community outreach.

Dambrosio reminded EIAC that they would be participating in Fall Flex Cal (one hour session to elicit ideas from the entire College).

The group voiced their interest in continuing to be involved in the EEO Plan revision and to continue our work to plan fall semester projects. If we are going to sponsor workshops, for example, we should plan them. The group suggested a July 9 meeting from 11:30 –1:00 p.m.

The group adjourned at 12:58 p.m.