

EIAC Minutes 4-2-14
Room 414 12:00 p.m. – 1:00 p.m.

The meeting was called to order at 12:06 p.m.

In attendance: Ancheta, Branch, Cross, Dambrosio, Olgin, Nash, McCord, Smith,

Absent: Garcia, Yu

Resource volunteers present (Ballesteros)

Resource volunteers absent (Cammish, Johnson)

Dambrosio suggested that the group should review our EIAC goals formally at the next meeting as some statements need revising, e.g., we do not advise the Governing Board, for example, and that phrase should be removed from our goal statement. We also need to continue to examine diversity statistics from Neo Gov and develop what Neo Gov has to offer in terms of gathering data.

Both McCord and Olgin stated that we should focus on improving recruitment and retention of SCC employees and in particular, we should pay more attention to our diversity statistics. The Council agreed that HR needs to be more involved in EEO training for Committee Chairs and we need to rewrite our procedures for hiring (BP 4000), in addition to updating screening criteria.

Ancheta explained that HR is developing an online training system for ALL employees, although not everyone agreed that online training is the best approach. There was the suggestion that working together in person had many benefits in that questions could come up and the face-to-face group dynamic was important. Even if we move to online training, it was suggested that we request that HR create an intensive and thorough face-to-face training program for all Committee Chairs. Branch inquired if we have anyone in HR that could do this training or should we bring in a consultant? Some members of the group wanted to call to President Laguerre's attention what many perceived as a great need for HR, i.e., SCC must do a better job in training hiring committees, particularly Committee Chairs. Dambrosio pointed out that President Laguerre will be sent the minutes of this group.

Olgin suggested that we need "training" for a variety of groups at the College. For example, he suggested that faculty, staff, and administrators need specialized training for those employees who work with single mothers or certain socioeconomic groups. He suggested that we have formal, structured workshops for specialized training, although members queried if we needed training for certain groups or should everyone engage in diversity and equity training such as McCord provided for EIAC and the Student Equity Committee during the January 2014 Flex Cal. The consensus was that the January workshop should provide a basis for ongoing training for various groups on campus. McCord stated that she need not be the only trainer.

Branch suggested that we need to do a better job with recruitment and retention for Vets. For example, he suggested that HR attend Job Fairs for Vets and volunteered that he would send any information forward to HR. Ancheta will check if Veterans have preference points, e.g., VFW min. quals, etc. In particular, Ancheta will check to see if HR has “generic” job brochures that can be distributed to any group.

Nash volunteered that DSP could get better involved in programs such as Summer Bridge workers and Orientation. Overall, DSP is often shorthanded and could use more visibility College wide. Referring students to DSP is often needed also. Cross volunteered that his Department might be in line for McCord’s training; Dambrosio suggested that a shortened version (2-3 hours) would be a good start during Fall 2015 Flex Cal.

Ballesteros suggested that Equity Training would be very useful for the ASSC. Dambrosio suggested that he work with the new ASSC President. Ballesteros suggested that if the ASSC could help to expand transportation for students, we will have met another great equity need. Dambrosio pointed out that we need a student to participate regularly in EIAC next year.

Ancheta distributed some statistics from the recent NEO GOV applicant pools. The difficulty of identifying “diversity” was discussed: Ancheta will investigate if we can add a “voluntary” column which would help to identify diversity as many applicants choose to not divulge ethnicity, gender, etc. Again, the group agreed that EIAC must work to help SCC improve the College’s recruitment strategies and to refine our hiring procedures and policies.

The meeting was adjourned at 1:07 p.m.