

EIAC Minutes 3-4-2015

Present: Rachel Ancheta, Rischa Slade, Tasha Smith, Vanessa Franklin

Guest: Wade Larson

Absent: Judy Nash, George Olgin, Richard Cross, Pei-Lin Van't Hul, Peter Cammish, Amy Utt, Karen McCord, Shemila Johnson

Meeting began at 11:35 am

EIAC Meeting began with review and approval of previous month's minutes. In addition, Wade Larson was invited by EIAC to answer questions and concerns with leadership support. There were some good dialogue regarding our different perspectives on diversity and inclusion. Wade shared HR support in financially supporting EIAC plans/ideas for the next budget cycle. The committee will need to develop EIAC plans/ideas with costs listed.

Moreover, the committee discussed concerns of low attendance of EIAC members from the last two meetings. Therefore, the committee will continue to develop a campaign to invite new members.

In addition, in HR shared plans to implement within the next few months to initiate #8 of our Staff Equity Plan:

- **Develop a Hiring Committee Video** – This 15 minute video would share Dr. Laguerre's commitment to Diversity and Inclusion, HR's role to ensure compliance and the role of Diversity and Inclusion committee in bringing awareness, understanding and valuing differences of all groups. HR would need volunteers from the EIAC members to participate in the video. HR will make this a requirement for all hiring committees to complete prior to sitting on a hiring committee. The target date for completion is May. So if you are interested, please let me know by March 12, 2015.
- **Changes to EIAC Website** –
 - HR to add outside links to EIAC website:
 - <http://www.diversitycentral.com/calendar/heritagemonthguide.php>
 - <http://www.whatcanyoudocampaign.org/blog/index.php/ndeam/>
 - Add PDF form for Volunteers to sign up to EIAC
 - Video from 5 minute video from Dr. Laguerre with commitment to Diversity and Inclusion

Also, April 1st meeting is cancelled due to many members were on vacation or out of town. The next meeting is May 6, 2015.