

July 9, 2014
EIAC Minutes

In attendance: Judy Yu, Judy Nash, Peter Cammish, Jose Ballesteros , Karen McCord, George Olgin, Annette Dambrosio, Rachel Ancheta,

Absent: Richard Cross, Jesse Branch, Tasha Smith

Guests: Wade Larson, Associate Vice President of HR, Monique Chappel, Recruitment

Minutes from the May meeting were approved by consensus.

Dambrosio reminded the group that EIAC would be in charge of a special presentation scheduled for Fall Flex Cal (Required Day; 1-2 pm). Rachel Ancheta and Karen McCord volunteered to co-chair the session, the purpose being to elicit creative approaches to enhance Staff Equity at SCC. The group brainstormed a variety of topics for the session and agreed that the main objective was to hear from our colleagues regarding staff equity, while not making promises we cannot keep.

The group discussed the proposed changes to the EIAC purpose and agreed to accept the revisions (and to maintain the word “inclusion”). Olguin wanted more specific goals, but the group explained that the EIAC purpose document should be broad. Specific goals will be included in the EEO Plan yearly planning section. Olguin also wants to see EIAC sponsored workshops on topics pertaining to various socio-economic concerns. Dambrosio cautioned that while any EIAC sponsored workshops could be useful, members must suggest specific speakers, figure out how to pay them, and be prepared to organize and advertise these workshops

Larson suggested that EIAC can contribute to SCC’s hiring process. Specifically, he thought that EIAC might want to help with hiring fair events.

Goals: EIAC is very interested in doing work to assist HR to review/revise hiring policies and procedures. The group also wants to be more involved in examining NEO GOV data—particularly from applicant pools. Ancheta noted that some NEO GOV data is currently not altogether accurate at this time. She has contacted NEO GOV to see if there are Webinars or workshops to learn more about the system. The group discussed whether or not we wish to do any more surveys and whether or not survey results are useful without action.

Goals also include to continue diversity and equity training (McCord to train Facilities group at Flex Cal. EIAC wants McCord to train a variety of groups on campus during the year. Discussion centered on group working to identify speakers? Discrimination Webinar? Child Abuse Webinar training? EEO training?

Discussion also centered on posting more information to the EIAC section of the Website and reminding the College community of its existence.

Next meeting is August 20, 12-1 (Room 202 in Campus Lane)