

EIAC Committee Minutes: September 17, 2014

In attendance: Karen McCord, Richard Cross, Judy Yu, Annette Dambrosio, Rachel Ancheta, Pei-Lin Van't Hul, Judy Nash, Rischa Slade, Wade Larson, Luz Murillo.

The new student representative, Luz Murillo, was introduced and welcomed by all. Dambrosio asked that she submit a biography to post to the EIAC area of the SCC Web and make arrangements to meet with Outreach Manager, Shemila Johnson, to have a photograph taken.

Absent: Tasha Smith, George Olgin, Jesse Branch

The only agenda was to complete the EEO Plan and send to the entire College community on September 22 for final review and commentary.

Of note was the refined detail of the entire plan. For example, the Committee reviewed the FON Chart and discussed in detail and the suggestion was made to move it to summary analysis, discussion of ethnic minority labels and consistency of usage.

The Committee determined that the following must be included in the planning agenda and that the EIAC must be more involved:

Improve hiring and recruitment efforts (create a survey to examine existing hiring practices and solicit suggestions for improvement).

Online hiring training is good, but many Committee members want face-to-face workshops also, particularly to increase discussion and dialogue about how we can improve our hiring procedures.

Work with HR to review and revise SCC hiring policies.

Examine whether or not SCC NEOGOV is "user friendly" for job applicants.

Expand outreach to underrepresented groups, especially Asians.

More evaluation needed for all activities. How do we know what we do is good? Not effective?

The Committee agreed to send all final comments to Dambrosio no later than September 21 and, by consensus, adopted the revised EEO Plan 2014-2016.