

**EIAC SPECIAL MEETING: August 20, 2014 (11 – 12 pm)
REVIEW OF PRELIMINARY EIAC DATA/ SPECIAL GUEST/ CRITIQUE OF FLEX
CAL**

In attendance: Rischa Slade, Peter Cammish, Karen McCord, George Olgin, Richard Cross, Judy Yu, Annette Dambrosio, Rachel Ancheta, Tasha Smith, Pei-Lin Van't Hul

Absent: Jesse Branch, Judy Nash

Guest: Dr. Laguerre, Superintendent-President

President Laguerre commended the Committee for their work, particularly during the past year when some employees in HR were interim employees and some new employees had to leave for personal reasons. He recognized that the work of the EIAC Committee was such good work for the College and encouraged all to continue to make a difference regarding equity, inclusion, and diversity.

President Laguerre reminded the Committee of the Equity Summit that two EIAC members had attended and asked if we would review what we learned at that time.

Questions were asked regarding our existing hiring policies and some members suggested that the hiring procedures in particular, had to be reviewed. President Laguerre stated that a review of all 4000 policies, to include hiring, was a priority for him and that he would be working with HR to establish a calendar to get the work done. He stated his "excitement" about having permanent employees in place in HR.

The group then discussed their participation in Flex Cal activities. McCord, Ancheta, Olgin, and Cross stated that although the session was not as well attended as they would have liked, participants engaged in dialogue. Diversifying recruitment and expanding multicultural activities is definitely a priority, and again, the issue of refining hiring practices continues to be discussed. Participants voiced their interest in establishing more formal training sessions for hiring.

Cross and McCord reported on the Diversity Workshop led by McCord. Cross noted that members of Facilities and Maintenance often felt somewhat marginalized, despite the fact that many of them are "front line: employees who engage in dialogue with students and help them to feel welcome. EIAC agreed that the College should work to respect and recognize one another and to listen and to learn from our colleagues. Cross pointed out that many skilled employees had degrees and expertise.

The group spent the last 25 minutes of the meeting reviewing raw data from NEOGOV. The suggestion was to study the data and to bring ideas to the next meeting to include these data and analysis in our updated EEO Plan.

The group stated that one goal would be to review by-laws this academic year, increase meetings to bi-monthly meetings, and to reexamine committee structure, e.g., should advisory members vote. Often advisory members come to meetings as regularly as voting members!

Meeting adjourned at 12:20.