

EIAC September 3, 2014
NEOGOV DATA ANALYSIS AND EEO PLAN REVISION MINUTES

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

Absent: Jesse Branch

The group sent the entire meeting reviewing the 9-2-14 draft revision of the EEO Plan. The majority of the discussion was centered on the analysis of NEOGOV data.

Observations:

Workforce Data Charts missing (charts must be reinserted and analysis provided)

Suggestion that understanding of diversity must be related to competency.

Suggestion that McCord or designee continue to engage College community in diversity, equity, and inclusion workshops.

Suggestion that we seriously consider doing the research necessary to put together a worthy campus climate survey.....research in 2015 and survey in Fall 2016 or earlier (might work with Institutional Research Office to focus on the design and implementation of one well-crafted survey, the purpose to critique our existing campus climate and seek ways to improve our efforts to increase inclusion and to diminish barriers to teaching and learning.

Discussion of analysis of applicant pools.....add reasons that data were inaccurate and/or incomplete in some sections, e.g., unknowns (NEOGOV template was not set up correctly. HR reports that problems are being addressed and next data sets will be improved). Pie Charts will be adjusted.

Suggestions were made to add other data elements next year, e.g., age and minimum qualifications. The observation was made that if we exclude those who do not have minimum qualifications, then our diversity reports would be different.

Questions arose regarding explanation of disabilities (response: Title 5, federal and state guidelines are the guide here).

The Committee agreed to continue to send comments to Dambrosio, Ancheta, and Van't Hul and would meet again on September 17 to finalize the EEO Plan.

Meeting adjourned at 1:20 p.m.