

Solano Community College
Equity and Inclusion Advisory Council

April 13, 2016, 11:30 a.m.
Building 600, Room 611
Meeting Minutes

In attendance: Rachel Ancheta, Richard Cross, Amy Kennedy, Karen McCord, and Rischa Slade

Absent: Faraj Al-Badani, Judy Nash, Carla Maguire, and Tasha Smith

Note Taker: Karen Mitchell

EEO9 Multiple Methods

The Chancellor's Office has determined that it will distribute funding for Equity Inclusion to colleges who meet six out of nine of the Multiple Methods. The planned distribution for each college is \$45,000. The committee determined that out of the nine Multiple Methods, the College meets seven.

9 Multiple Methods	
#1	District EEO Advisory Committee and EEO Plan-Submission of EEO Plan Section 53003(a)
#2	Board Policies & Adopted Resolutions Section 53024.1(g), 53024.1(k), 53024.1(n), 53024.1(o)
#3	Do not Meet
#4	Focused Outreach and Publications Section 53024.1(a), 53024.1(d), 53024.1(f), 53024.1(j), 53024.1(k)
#5	Procedures for Addressing Diversity Throughout Hiring Steps and Levels Section 53024.1(b), 53024.1(h), 53024.1(l), 5302.1(p)
#6	Consistent and Ongoing Training for Hiring Committees Section 53024.1(c), 53024.1(i)
#7	Do not Meet
#8	Diversity Incorporated into Criteria for Employee Evaluation and Tenure Review Section 53024.1(b), 53024.1(q)
#9	Grow-Your-Own Programs (The College did have a Leadership Academy) Section 53024.1(e)

Rachel will be submitting the application for these funds. The hope is to use a portion of the funding to pay for a trainer to come to do the EEO Hiring Committee training that is scheduled for Fall Flex.

Fall Flex

Rachel Ancheta shared that there will be an EEO Hiring Committee training on the mandatory day of Fall Flex Cal; August 12, 2016.

Continued Meetings

The EIAC meetings will be on hold through the summer.

Other

The committee discussed exit interviews and it was recommended that an in-person interview be conducted so that the College can learn and refine its best practices. Rachel will review the logistics of how this may be implemented and whether it is feasible for the College to incorporate into its practices.

The committee discussed Student Equity Funding. The College received 1.2 million dollars of funding. It was noted that there hasn't been an accounting of the spending of these funds, and that there is not a budget established for next years' spending. The Student Equity committee has not met to discuss the spending of the funding for this year, nor for next year.

Adjournment

The meeting adjourned at 12:53 p.m. The next scheduled meeting is set for May 4, 2016 at 11:30 a.m.