

EODAC Committee Meeting Minutes

10/19/18

10:30 am-11:30 am

Library Board Room

- I. **Roll call:** Cornelio Rodriguez, Bryan Hirayama. Lilian Pimentel-Stratton, Yolanda Aguilera
- II. **Committee Charge**
 - a. No changes. Submit to College Council
 - b. Possibly put together an EODAC “Bill of Rights”
- III. **KCCD EEO Plan**
 - a. Bryan will email to Yoli
 - b. This will be sent out to everyone for review-Yoli on behalf of Bryan
- IV. **FACULTY/STAFF DIVERSITY HIRING**
 - a. Review job announcements to ensure no disparate impact
 - b. Provide HR with EODAC diversity interview questions, create a pool of questions
 - i. Interview questions should include “What have you done OR what would you do?” to be inclusive of recent graduates
 - c. Create an EEO best practices form
 - d. Assemble an informational packet for all applicants
 - i. Should include no more than 10 documents
 1. List of committees
 2. Bluff notes
 - e. Put together “How to get hired” workshops
- V. **2017-18 DEMOGRAPHIC REPORT**
 - a. Recruitment Video
 - i. Connect with Manny De Los Santos
 - ii. Interview 12 individuals
 1. Include classified staff, faculty and administration (students)
 2. Key items to include the year they arrived at BC, where they came from, and a message to all
 - iii. Create a link to the recruitment video
 - iv. Post video to EODAC webpage
- VI. **GOALS**
 - a. Yearly training to focus on inclusion and diversity

- b. Connect with students currently in graduate programs from various college sites to visit BC
 - i. Share job opportunities
- c. “Grow Your Own” program

VII. BUDGET

- a. Corny to get with Tanya regarding budget

VIII. OTHER ITEMS

- a. HR to be present in EODAC meetings
- b. Increase membership
- c. Host monthly roundtables to discuss diversity
- d. Invite Chancellor to the next EODAC meeting (11/16)
 - i. Schedule a pre-meeting with Corny before meeting
- e. Padrinos needs to be highlighted in terms of what they do