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