

## Equal Opportunity & Diversity Advisory Council (EODAC)

November 17, 2017 | 11am-12:30pm

Meeting Room: A5

Present: Mia Ocean, Keston Lyman, Oliver Rosales, Vikki Coffee, Sara Wallace, Lily Pimentel-Stratton, Shohreh Rahman, Paula Parks, Dena Rhoades, Antonio Alfaro, Elvira Martinez

### 1. Welcome/Introductions

- a. **Mia Ocean:** Faculty in Psychology; starting a substance abuse counseling program. Has background in investigations, Safe Zone training, policy and guidelines
- b. **Keston Lyman:** Web Content Editor; interested in accessibility on the website
- c. **Oliver Rosales:** Faculty in History since 2012; interested in faculty diversity
- d. **Vikki Coffee:** Career Technical Education; would like to see committee interwoven in campus policies and practices to ensure advocacy for students, faculty, and staff. Would like EODAC to lead policy review, development, and implementation.
- e. **Sara Wallace:** Adjunct faculty in English. Seeking on-campus engagement.
- f. **Lily Pimentel:** Faculty in Child Development. Assignment is on the Delano campus
- g. **Shohreh Rahman:** International Student Counselor; interested in student success. Currently focused on the 90 international students on campus
- h. **Paula Parks:** Faculty in English; Coordinates Umoja program for African American/Black students. Interested in professional development for faculty and specifically interested in publishing job postings in areas to recruit for a more diverse hiring pool
- i. **Dena Rhoades:** HR Manager, seeking input for recruitment and hiring practices.
- j. **Antonio Alfaro:** Interim Program Manager for Dual Enrollment, completion coach for ITT pathway; would like EODAC to catalyze change, challenging current processes and taking charge of some areas, like hiring practices, holding departments accountable, how are we utilizing funding on programs, review, and see if funding practices are in line with goals
- k. **Elvira Martinez:** DSPS counselor for Delano campus. Was on EODAC at Porterville.

### 2. Review of History/Charge

### 3. Moving forward/key priorities

- a. **Student facing:** *Potential task-force members: Paula Parks, Shohreh Rahman, Vikki Coffee, Elvira Martinez*
  - i. Guided Pathways momentum points
  - ii. Review of Integrated Plan
- b. **Faculty/staff-facing:** *Potential task-force members: Oliver Rosales, Lily Pimentel-Stratton, Sara Wallace, Dena Rhoades, Elvira Martinez, Vikki Coffee, Paula Parks, Shohreh Rahman*
  - i. **EEO Committee Update and Review**

1. Antonio Alfaro (current EEO Committee member) shared that the EEO Committee met a few times during Victoria Simmons' tenure as Vice Chancellor, at which point they broke the plan down into different sections for review/development, and submitted the updates to Victoria in late May for BOT approval in June. He noted the committee did not see the final plan and have not since met
2. Dena Rhoades will talk with Tonya Davis, new Vice Chancellor of HR to request a copy of the finished version of the EEO plan that went to the Chancellor for approval.
3. Oliver Rosales asked about the funding tied to EEO; Vikki Coffee shared that the EEO Committee never saw an itemized budget but understands approximately \$70K went to advertising positions, while an additional approximate \$45K was unspent

**ii. Review of Position Posting Locations and Timeline**

1. Current policy is that all positions are posted for a minimum of 10 working days and 5 days for internal classified positions

**iii. Professional Development & Engagement**

1. Adjunct Faculty Orientation and New Faculty Seminar: Lesley Bonds will contact Bill Moseley to request 5 minutes at the Adjunct Faculty Orientation on January 10 to talk about EODAC
2. Consider offering to provide feedback related to 1) syllabus review, 2) website review

**c. Community-facing: Potential task-force members: Oliver Rosales, Lily Pimentel-Stratton, Sara Wallace, Keston Lyman (all web presence)**

- i. External communication/publishing
- ii. Internal communication and timely response

**4. Spring schedule and membership**

- a. Committee to tentatively meet Tuesdays from 1-2pm beginning February 6
  - i. February 6
  - ii. March 6
  - iii. April 3
  - iv. May 1
- b. Task-force groups to meet in between large group meeting
  - i. Schedules TBD

**5. To Dos:**

**a. Dena Rhoades**

- i. Talk with Tonya Davis, new Vice Chancellor of HR to request a copy of the finished version of the EEO plan that went to the Chancellor for approval.
- ii. Share a list of current locations all postings are automated as a part of regular HR process

- iii. Book A17 conference room for Spring 2018 EODAC Meetings (Monthly; Tuesdays, 1-2pm beginning February 6)

**b. Lesley Bonds**

- i. Contact Bill Moseley to request 5 minutes at the Adjunct Faculty Orientation on January 10 to talk about EODAC
- ii. Contact Todd Coston to finalize the EODAC listserv
- iii. Create Zoom Confer for spring meetings; test for sound and accessibility for Delano folks

**c. Mia Ocean:**

- i. Route all names by the Academic Senate for formal approval
- ii. Confirm EEO representative(s) from BC; contact CSEA if needed to inquire process to appoint new EEO rep

**d. Keston Lyman:**

- i. Upload meeting minutes to EODAC page

**6. Adjourn**