

2016 – 2017 Year-End Committee Report

Committee Name: EODAC

Chairs: Bryan R. Hirayama, Lesley Bonds, and Victoria Coffee

- Seven meetings were held between Fall and Spring Semester (December and March meetings were postponed due to Fall scheduling and spring break in March)
- Items of Business Completed for 2016 – 2017
 - Reinstating the EEO Committee at the District Office
 - Continue conversation at the state level for best practices for EEO and Hiring (Bryan)
 - Climate Survey from 2015 – 2016 (Sohka)
 - Submit the Strategic Directions document (Lesley)
- Unfinished Business
 - SSSP and Equity Committee
 - Professional Development Trainings
 - Hiring and Implicit Bias
 - Safe Space (discussed but never moved forward)
 - Cultural Competency
 - Recommendations for EEO Plan Revisions (In progress)
 - Work to improve the effectiveness of Diversity Trainings for Hiring Committees (perpetual and ongoing)
 - Increase diversity amongst applicant pools through various methods (perpetual and ongoing)
 - Recruitment Video Project (Halted and Removed from projects)
- New Business Items for 2017 – 2018
 - TBA by incoming Faculty Chair
 - Professional Development Trainings
 - Increase number of EEO Certifications across employee groups
 - Increase level of participation campus wide on EODAC
 - Implementation of EEO Plan recommendation and policies