

EODAC

Time: 11:00am – 12:30pm

Location: Trustee's Room (Library)

I. Attendees

II. Co-Chairs Report

- A. Lesley Bonds
- B. Bryan R. Hirayama
- C. Vikki Coffee

III. Unfinished Business Topics

- A. Someone to keep the minutes
- B. Climate Survey Update – (Tabled)
- C. SSSP and Equity Committee: Student Success and Equity Committee
 - a. Still nothing from October 6th email.
 - b. Should we make a statement?
- D. EEO Committee at the District: Response from the Committee (Senate)
 - a. What's going on?
 - i. Vikki has some answers for us. EEO Plan is due next month.
 - ii. District wide committee is supposed look at it.
 - iii. Pressure from Senate to speak up
 - b. Transparency of the EEO Plan
 - i. Put it on the EODAC Page
 - c. Applicant Pools: Pre and Post Statistics about Applicant Pools
 - d. Mentoring Program for Applicants of Color
 - e. Set up meeting with Vice Chancellor
 - f. Create a document
 - i. Make a Recommendation for EEO Training for Leadership and Chairs for Hiring Committee
 - ii. Make a Recommendation about transparency of complaints in hiring committee
 - 1. Currently Ethics Point
 - a. Restructuring Ethics Point Reporting
 - g. Why was the diversity question removed from the KCCD application?
 - h. What is the procedural process to selecting a diverse hiring committee?
 - i. There should be guidelines expressed in EEO Plan
 - 1. Guaranteed of being reviewed if it is an open call (Open until filled)
- E. Workgroups for EODAC 2016 – 2017 Projects: Volunteers to lead these groups and Timeline
 - a. Cultural Competency Work at BC:
 - b. Safe Space Trainings
 - c. Hiring and Implicit Bias Trainings (Subjectivity of Grading, DSPPS, etc.)
 - d. Inclusionary Practices for Faculty and Staff on other campus'
 - e. Video-recording/Streaming of all events at BC
- F. Setting Realistic yet achievable goals for Professional Development and training
 - a. Sub Committee Work (Workgroups listed above)
 - b. Hiring Committee Workshop (Early Spring)
- G. Recruitment Efforts and College Representation at Hiring Fair (CCC Registry)
 - a. Update – Lesley was asked to put this on hold. More information to come.
 - b. Video Project – Tough getting Together
- H. Committee Picture (Go Outside Today. No excuses)

EODAC

IV. New Items:

- A. Eyes on and Feedback: College Promise
 - a. DOF Award
 - b. DOF Innovation Award
 - c. College Promise Innovation Grant
 - i. Bakersfield College Transfer Promise
 - ii. Requested Committee Members take a look.
 - 1. Due by February 3rd
- B. Accreditation
- C. EEO Plan
- D. Timelines for Workgroups
- E. EODAC Chair for Fall 2017

V. Additions to the Agenda

VI. Next Meeting: Third Friday of the Month (February 17th)