

DIVERSITY EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE  
 Minutes for November 6, 2018  
 10:00 a.m.  
 Human Resources Conference Room

<b>Committee Members</b>	<b>Constituent Group</b>	<b>Present</b>	<b>Absent</b>
Valyncia Raphael	Administration	X	
Adriana Flores-Church	Administration	X	
Lori Thomas	Confidential	X	
Timothy Juntilla	Faculty Senate	X	
Nick Mathews	Faculty Senate	X	
Lance Kayser	CCFF	X	
Richard Garcia	CSEA	X	
Amna Jara (AJ)	CSEA	X	
Norma Rodriguez	ACCME		X
Nick Real	ACCME	X	
Devyn Heite	ASCC Representative	X	
Amber Dofner	Student Activities	X	
Monica Acuña	Guest - Minutes	X	
Kristine Aslanyan	Guest - Observer	X	

**Welcome and Introductions**

Kristine Aslanyan, EOPS Counselor is observing the meeting today.

**Minutes – October 9, 2018**

Lance motioned to approve the minutes

Amna seconded the motion, motion approved.

**Hiring Standards Discussion Update** – Timothy Juntilla

Nick shared with the committee that he met with ACCME regarding the hiring standards. He is summarizing all the concerns and comments made by ACCME. Adriana suggested her, Nick, and Tim meet and collect together all the comments and concerns being expressed from all the constituent groups on campus. Once this is organized the DEEOAC committee can review.

**Training/Resources – Implicit Bias Traps to Avoid**

Dr. Raphael passed out a resource sheet labeled Implicit Bias Traps to Avoid in Talent Recruitment and Management.

Suggestions made by the committee:

- The hiring committee should include staff outside the department for additional perspective throughout the recruitment process
- The level of training for a process monitor should be at a higher level
- Bring Liebert, Cassidy, Whitmore in to do in depth training for the selection committees
- We need growth in mentorship opportunities

**Subcommittee Reports**

Diversity Funds Allocation – Amna Jara, Lori, Norma

N/A, there have been no new requests, and so the committee has not met

### Communications – Amna, Lance, Lori

Directory undergoing edits, the directory is expecting to come out in January.

### Diversity Programming – Valyncia, Monica, Lori, Amber

Lori updated the committee on the Diversity Awards Ceremony:

It will take place in the Student Center on April 2

The sub-committee was given a budget for a keynote speaker

Currently the group is naming the awards to be given out so the nomination process can be started. The awards will recognize those individuals (or groups) who are closing gaps.

Ideas for name are as follows:

- Disability Inclusion Award
- Cultural Ambassador Award
- The Bridge to Equality Award
- Community Impact Award

Upcoming events:

- UndocuAlly – November 9, 2018 8:30-1 LA 103
- Vet Net Seminar – November 16, 2018 T9:00 LA 103

### Campus Diversity Climate - Valyncia, Norma

The subcommittee will meet on November 19, 2018 to review the diversity statement and the standard evaluations forms.

### Climate Assessment & Outreach – Nick, Richard, and Valyncia

The survey went out campus wide the first week of November as planned.

It will close November 19.

A committee member expressed the concern that if the data is broken down far enough the person taking the survey will not be anonymous.

### Policy and Planning – Timothy, Nicholas, Richard

No report because the committee has not met. Richard will send out a doodle to schedule a time for the group to assemble

### **Around the Table**

Monica is looking into a larger room to accommodate the committee.

The committee was adjourned at 11:00 a.m.

Next meeting will be December 11, 2018