



UNAPPROVED MINUTES

EEO & DIVERSITY ADVISORY COMMITTEE MEETING

March 5, 2018 – 2:00 P.M.

Board Room

MEMBERS PRESENT

- | | |
|---|---|
| ✓ Clint Dougherty, Administrative Rep (Chair) | ✓ Linda Amidon, Confidential Rep |
| ✓ Dave Drury, Administrative Rep | ✓ Sheila Dorsey-Freeman, Alt Confidential Rep |
| Lennox Johnson, Alt Administrative Rep | |
| Norma Nunez, Faculty Rep (Co-Chair) | ✓ Jeff Cantwell, Management Rep |
| ✓ Robin Staton, Faculty Rep | Becky Green, Alt Management Rep |
| Pat Pauley, Alt Faculty Rep | Vacant, Student Representative |
| | Vacant, Student Representative |
| ✓ Yethel Alonso, Classified Rep | Vacant, Student Representative |
| Silvia Murray, Classified Rep | |
| Frances Arce-Gomez, Alt Classified Rep | ✓ Gloria Arrington, Resource |
| | ✓ Martha Bandivas, Resource |
| ✓ Michael Capeci, PT Faculty Rep | |
| TBD, PT Faculty Rep | |

Recording Secretary: Jessica Waddell

I. CALL TO ORDER/WELCOME REMARKS

The EEO & Diversity Advisory Committee Chair Clint Dougherty called the meeting to order at 2:05 p.m. and welcomed the members.

II. APPROVAL OF MINUTES DATED December 4, 2017

M/S/C Cantwell/Drury to approve the minutes of the meeting on December 4, 2017 with changes to language in Item III.
Motion carried.

III. BUDGET ENHANCEMENT REVIEW

Chair Dougherty explained that this committee reviews requests for budget enhancements in regards to staffing. He further explained that the requests had been reviewed and discussed by the Deans before this committee and will go to Planning & Budget after this committee's review.

Chair Dougherty asked the committee for ideas on how to proceed and handle to the review/prioritization process.

Member Alonso suggested that the committee be more objective and do individual rankings.

Chair Dougherty stated that at the Dean level review, the appropriate Dean over the area providing the request had justified, prioritized and ranked as well.

Discussion ensued and a decision was made to take the information, do an individual review, and schedule a special meeting in one week to finalized prioritization.

Member Drury provided an update to the information regarding the Athletic area.

M/S/C Alonso/Capeci to take the information, do an individual review, and schedule a special meeting in one week to finalized prioritization.

IV. 1ST READING OF AP 7120 – RECRUITMENT AND HIRING

Chair Dougherty stated that we do not have anything in writing that is current and there is a requirement in the Multiple Measures and Title V. He further stated that the goal is to focus on the end result of whatever process we have in place to: select the best candidates for the position, help the committee, favor diversity, and create diversity.

Chair Dougherty stated that there is a 10+1 element, so it will go through the appropriate process.

Chair Dougherty started reading at the beginning of the document.

Member Amidon stated that there are Hiring Policies and Procedures that were Board approved in 1999 and asked if that would be incorporated.

Member Alonso asked if the new AP has been implemented for the current recruitments since there have been changes to how committees have been put together. She further explained how the Administrative recruitments were handled in the past.

Chair Dougherty stated that a more formalized process needs to be finalized for the recruitment and hiring process.

Discussion ensued on the committee membership past practice and current proposed language.

Member Amidon asked for clarification on the difference between promotion in a merit system and promotion in a non-merit system. Chair Dougherty explained that promotion at the District (non-merit) is through either the hiring process or as an effected employee.

The committee began the review of the draft AP and began making recommendations for changes.

The committee will continue to review/update the AP at the next meeting.

V. 1ST READING OF EEO PLAN

Moved to next regular meeting

VI. NEXT MEETING DATE

Special Meeting on March 5, 2018

VII. ADJOURNMENT

Chair Dougherty adjourned the meeting at 3:06 pm