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**Ventura County Community College District
EEO Advisory Committee Meeting Minutes
September 10, 2021; 11:00 a.m.-1:00 p.m.**

Join from PC, Mac, Linux, iOS or Android: <https://vcccd-edu.zoom.us/j/94359698938?pwd=amZFWnVFR3FWc1dITGpOc2FONFYvdz09>

Or Telephone: Dial: +1 669 900 6833 (US Toll)

Meeting ID: 943 5969 8938

Present

Via Zoom: Andrea Ingley, Gloria Banuelos, Paula Munoz, Maria Urenda, Amparo Medina, Jennifer Kalfsbeek-Goetz, Oscar Cobian, Jennifer Clark

Guests:

Absent:

Laura Barroso, Perry Martin, Dana Boynton, Elissa Caruth

Agenda Item	Summary of Discussion	Action (If Required)	Completion Timeline	Responsible
Meeting Opened	Meeting started at 11:06 a.m.	N/A	N/A	N/A
Review Meeting Minutes	<ul style="list-style-type: none"> On motion by Paula Munoz, and seconded by Jennifer Clark, the meeting minutes for August 20, 2021 meeting were approved. 	<ul style="list-style-type: none"> Post approved minutes to the website 	<ul style="list-style-type: none"> ASAP 	Cece Chavez
VCCCD EEO Plan	<ul style="list-style-type: none"> Andrea Ingley reviewed the edited EEO Plan with Human Resources and legal input. Maria commented, on behalf of Dana Boynton, that the language Dana requested regarding height/weight had not been added to the EEO Plan. Andrea responded that we received a legal opinion that adding the language could be a slippery slope and that counsel advised against it since height/weight is not a protected class. A few committee members requested more details and further explanation from legal regarding their recommendation to leave out height/weight. Jennifer Kalfsbeek-Goetz asked for legal to provide an alternative to this language rather than just advising us to leave it out. Andrea Ingley shared the recommendation from legal to remove definitions of law from the body of Plan Component 3. She explained that the document should be readable and should not be used as an opportunity to educate the public on legislation. The recommendation was to remove the definitions or add them as an 	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> ASAP 	Cece Chavez



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	<p>appendix at the end of the document. The majority of the committee chose to move the definitions of laws as an appendix.</p> <ul style="list-style-type: none"> • Discussion ensued about whether including the definitions of “target date” and “timetable” as they relate to achieving projected representation in the Definitions section of the plan was appropriate. Andrea Ingley explained that the terms are not used anywhere in the plan and that it is problematic to create a goal with arbitrary numbers without having measures established by the State. Jennifer Clark supported removing the definitions since they were not used anywhere in the EEO Plan. Maria Urenda, Amparo Medina, Paula Munoz and Jennifer Kalfsbeek-Goetz were in favor of creating a new goal. Paula Munoz requested that we check with legal as to whether creating such a goal based on arbitrary numbers is actually unlawful. There was discussion regarding current legislation and affirmative action not being passed in CA. • The committee agreed to the changes made to training for screening/selection committees in Plan Component 9, to reflect the Ed Code requirements, with the addition of “principles of diversity and cultural competencies”. • Andrea Ingley explained that she moved the committee’s recommended goals to Plan Component 14 and organized them by pre-hiring, hiring, and post-hiring. She added the multiple method that the goal fell under and added a space to add the year, responsibility, and measurement of each suggested goal. Andrea Ingley pointed out the numerous amount of goals and stated that the list needed to be condensed by prioritizing the goals which could be attained in a three-year period. • Oscar Cobian offered to lead an in-person brainstorming session to prioritize the committee’s goals. • On motion by Paula Munoz and seconded by Oscar Cobian, the scheduling of an in-person working meeting was approved. All present were in favor. 			



Agenda Item	Summary of Discussion	Action (If Required)	Completion Timeline	Responsible
AP 7120-D Recruitment and Hiring: Full-Time Faculty	<ul style="list-style-type: none"> Jennifer Clark shared a concern that the EEOAC subcommittee had regarding whether the latest version contained changes recommended by the academic senates. Jennifer Clark stated that the version the EEOAC reviewed contains all the edits that were approved by all three academic senates. Andrea Ingley stated that the concerns and feedback from the EEOAC, Cabinet members, and the facilitators were shared with DCHR. After discussion and deliberation, DCHR decided to resubmit AP 7120-D to Chancellor’s Cabinet for approval with no further changes. It was also made evident that there were still many suggestions for change and improvement to AP 7120-D from all three academic senates and that they would be addressed in the upcoming year. Jennifer Clark supported what Andrea stated and stated that the general consensus of DCHR was to send the AP forward for the purpose of getting the few important changes approved and that they would continue to work on improving the AP with all the recommendations from the senates. She also shared that DCHR was eager to review the EEO Plan for guidance and direction on how to improve AP 7120-D going forward. Andrea Ingley explained that the role of the EEOAC is to create a specific and measureable EEO plan and that EEOAC’s recommendations should be built into the plan. For example, although it is not in the purview of the EEOAC to edit APs, the committee could include a goal to have the AP reviewed to ensure DEI language is included, in year one. Andrea Ingley reiterated that DCHR is looking forward to receiving direction form the EEO Plan. 	N/A	N/A	N/A
Future Items	<ul style="list-style-type: none"> N/A 		N/A	N/A
Non-Agenda Items	<ul style="list-style-type: none"> N/A 	N/A	N/A	N/A
Next Meeting Date	<ul style="list-style-type: none"> The next meeting date was rescheduled to Friday, October 15, 2021 from 8:30 a.m. to 10:30 a.m. 	<ul style="list-style-type: none"> Set up meeting 	<ul style="list-style-type: none"> ASAP 	Cece Chavez

[Recorder: Cece Chavez]