EODAC

Attendees:

Agenda Topics and Discussion:

1. Each of the members introduced themselves including their name and their position.
2. We discussed the 2014 -2015 Committee Report EODAC filed at the end of the last calendar year. Many of the goals that were set by the committee at the start of 2014 have been accomplished or are in the process of being accomplished. Bryan promised the committee that he would send out a copy of the report to all the committee members. Bryan sent this document out via email on Sept. 22, 2015 following this meeting.
3. The committee walked through a short brainstorming session to create goals for the 2015 calendar year. The ideas that were shared were:
   1. Class Intervention for At-Risk Students
   2. Grants
   3. Professional Development
      1. Teaching Men of Color Training (Odella’s Office)
   4. Hiring Committees: Training
   5. Systematic Problems
   6. Equity TV
   7. Technology
   8. Institute Climate Survey
4. New Business
   1. Vikki and Bryan discussed some of the college and district issues that could be considered as a priority for the EODAC for 2015 – 2016. These topics included:
      1. New Hire Orientation (College and District)
      2. Cultural Competency (College)
      3. Campus Events (College)
      4. Recognitions (College)
      5. Diversity Committee (District)
      6. Hiring Protocol & EEO Officer (District and College)
      7. Student Equity Plan
   2. Further discussion on the following issues included:
      1. Bryan has been in contact with Michele Bresso and Nan Heitzberg Gomez and is tentatively on the calendar to be a part of an upcoming New Faculty Orientation. Odella has also followed up separately to discuss this. As the committee talked it was recognized that these types of trainings and contact need to happen with all employee groups.
      2. Vikki discussed the climate survey developed by Sokha and plans to have EODAC look through this survey and support it at the college. Sokha is open to suggestions and will be sending this survey to all EODAC members for feedback. Vikki also discussed the history of the survey and the discussion that took place last year at a leadership academy meeting.
      3. Bryan discussed how there needs to be more campus events and recognized Oliver Rosales for his work and contributions to bringing important activities to campus. Bryan also briefly discussed the role of EODAC is creating these opportunities, promoting them, and honoring and recognize the work of people on campus who are facilitating this work. This discussion also involved the RECOGNITIONS section of the agenda.
      4. Vikki and Bryan discussed the Diversity Committee at the district office and its absence. Vikki and Bryan discussed the history of this committee from the Kern Community College District Equal Employment Opportunity and Staff Diversity Plan proposed April 19, 2013 and reports that no action has been taken to get this off the ground outside of emails from the district stating more information would be forthcoming.
      5. Vikki and Bryan also discussed the hiring protocol and the need for more diversity training. EODAC has been involved in a handful of faculty hiring committee trainings but this needs to be scaled up and more comprehensive.
      6. The committee also discussed the update to the Student Equity Plan specifically looking at Institutional Research and how the college has yet to fill two necessary positions that are essential for work in Equity. Sokha and Dena were able to bring some clarity to this issue. They discussed where these positions are in the process as well as where job announcements are posted. The committee also discussed the lack of diversity on campus with staff and are open to looking into changing the hiring process, where job announcements are posted and committee hiring protocol, to recruit more diverse faculty and staff.