

## **Equal Opportunity & Diversity Advisory Council (EODAC) Agenda**

February 6, 2018 | 1pm-2pm | Meeting Room: L182 + Zoom

**Present:** Elvira Martinez, Vikki Coffee, Mia Ocean, Dena Rhoades, Keston Lyman, Lesley Bonds, Paula Parks

### **1. Approval of the November 17, 2017 Meeting Minutes**

- a. Vikki Coffee motioned, Mia Ocean seconded

### **2. Proposed Questions and Document Requests (Mia)**

- a. Came out of co-lead committee meeting; Compiled by Applicant Stage, Hiring Stage, Employment Stage
  - i. Committee reviewed questions and approved moving them forward
    1. Vikki inquired about question #14 “complaint”
      - a. Mia will break it down by discrimination, sexual harassment complaints vs. grievances
      - b. Complaint investigation and appeals process by protected class?
  - ii. Mia Ocean will send email to Tonya with questions, will copy Dena as the EEO lead
  - iii. Dena Rhoades as lead of EEO committee will facilitate process to get questions to/from Vice Chancellor of HR
  - iv. Seeking written response by from Vice Chancellor of HR by March 1

### **3. EEO Committee Update and Review (Dena and Vikki)**

- a. Met on January 30, 2018
  - i. Charge of the day was to move forward with a final EEO plan for the funding for this year
  - ii. Representative from all 3 colleges attended
- b. Bryan Hirayama agreed to review sections 9 (annual written notice to community organizations) and 10 (analysis of district workpools) that had yet to be reviewed; will return by February 13 to Dena
- c. EEO Committee will meet again on February 27 to finalize EEO plan
- d. Goal to get to board by April or May board meeting for approval
- e. Dena seeking lists of community resourced by February 13
- f. Direction from Vice Chancellor of HR at KCCD
  - i. Address incomplete sections from last EEO Committee
- g. Incomplete plan never went to campus for review
  - i. Lesley Bonds made recommendation to take the EEO plan as an informational item to Academic Senate and College council
    1. Mia will partner with Dena to present report to Senate and ensure it goes as informational item for constituent group feedback at College Council

#### 4. Other Employee Training and Support Opportunities

- a. Keston inquired about "Get Safety Trained" from SISC and FERPA training
  - i. Lesley will inquire about FERPA FLEX training from Michelle Pena

#### 5. Innovation Award Proposal on Inmate Education (Lesley)

- a. Inmate education: transfer pathways, academic, and co-curricular support
- b. Inmate scholar success rates much higher than traditional comparison group, but especially pronounced for students of color

<b>Success Rates Fall 2017</b>		
<b>Inmate Scholar vs Non-Inmate Scholar</b>		
<b>Ethnicity</b>	<b>BC Comparison Group Students</b>	<b>BC Inmate Scholars</b>
African American	57.9%	93.3%
American Indian	62.0%	100.0%
Asian/ Filipino/ Pacific Islander	81.2%	94.5%
Hispanic	67.0%	95.9%
Not Reported	75.0%	100.0%
Two or More Races	71.2%	
White	73.3%	97.3%
	<b>68.6%</b>	<b>95.5%</b>

Source - Retention and Success w Demog rpt BC Inst. Effectiveness

Feb-18

Success = A,B,C,P/CR / A,B,C,P/CR,D,F,I,NP/NC,W,DR

#### 6. Adjourn