



Ventura County Community College District
EEO Advisory Committee Meeting Notes
May 3, 2019 - District Administrative Center Lakin Board Room

Present: Michael Arnoldus, Dana Boynton, Perry Martin, Amparo Medina

Via Skype:

Absent: Silvia Barajas, Laura Barroso, Dr. Jennifer Clark, Alejandra Gonzalez, Dr. Carolyn Inouye, Paula Muñoz, Karen Sutton, Maria Urenda

Agenda Item	Summary of Discussion	Action (If Required)	Completion Timeline	Responsible
Meeting Opened	The meeting was cancelled at 2:15 p.m. due to lack of attendance. We will try to schedule another meeting before the end of the semester as May 24 is not a good day. An informal discussion followed.	N/A	N/A	N/A
Informal Discussion concerning future agenda items.	<ul style="list-style-type: none"> • More discussion of facilitator training. Michael Arnoldus will email Perry Martin the demographics information for his review. • During presidential interviews, have facilitators attend those meetings. Add to next full agenda, Facilitator at presidential interview. Ask committee to review the guide and checklist. Is the process appropriate? Are we cutting off the facilitator role too soon in the process? • Community concern: our standing is not a standing committee. We don't have to follow the rules. Where does our influence/power lie? If there are incidences of diversity discrimination throughout the District, we should discuss. What is HR doing to address some of those issues? Can people ask the committee regarding diversity/discrimination in hiring? What is our role? What can be expected from the members of the committee? Need a charge/mission for this committee. • Committee Membership: Add accountability for those people who are on the committee to attend and report back to their constituents. Recommend having Vice President from each college, and more than one person from each college. • Create set of questions we need answered from the colleges. We come back and have dialogue about the nature of the results. Have a deliverable on the table to hold people accountable. 	<ul style="list-style-type: none"> • Facilitator Training • Facilitator at Presidential Interviews • Committee Charge • Committee Mission • Committee Membership • College Diversity Plan Deliverables • Multi-cultural Days/Events 	Future Meeting Agenda	Jennifer Holst



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	<ul style="list-style-type: none">• Concern amongst faculty about the impact of having a multi-cultural day or a festival as the key event for each of the colleges. That does not accurately address the needs of having/addressing diversity. Include in diversity plan.• Keep doing implicit bias training.• Hold the colleges accountable. Have them do diversity plans. They will be different.• Review the plans. Recognize and reward them. Informal external review. Surveys.			
Next Meeting Date	Next meeting scheduled for May 24, 2019.	N/A	N/A	N/A

[Recorder: Jennifer Holst]