EODAC Meeting Agenda

September 20th, 2013

1. Introductions
   1. Ask for someone to take the notes of the meeting
   2. Introduce membership
      1. Name and Department
2. The State of the EODAC
   1. History
   2. Members Understanding
3. Meeting Agenda
   1. Our Committee Charge
      1. The committee charge has to be addressed and changed soon.
         1. Discuss my vision for the EODAC. Here are some of the things I would like to discuss with all of you about where I think this committee could go. Keeping in mind the college goals of
            1. Disparities in underrepresented groups

Work alongside/with other committees on campus to address achievement gaps

Making numbers, collected by the Data team and others, and create and facilitate workable plans to address inequities

* + - * 1. Be a mouthpiece governing bodies on campus for students and faculty when comes to issues of diversity

Services

Policy (Institutional Change)

* + - * 1. Help acclimate new faculty and returning faculty

New faculty seminar trainings address student population

Raise awareness to the campus at large about data relevant to student population

* + - * 1. Advocate for conscious hiring practices and procedures that incorporate BC’s diversity statement when seeking new administrative, faculty, and classified staff

No longer have the role in the charge but a new role

Give trainings to hiring committees

Editorial role in job postings/calls

* + - * 1. Help shape the college culture to be inclusive, engaging, and conscious of diversity
        2. Create and Update the college’s diversity statement and the diversity plan created by the district
        3. Work with other committees and bodies on campus to bring trainings, workshops, and other services to students, faculty, classified, and administration

Staff Development

Student Success

* + 1. We specifically need to look into changing the following on the charge
       1. Language about the Affirmative Action Officer
       2. Membership
       3. Scope

By no means is this an exhaustive list, I would love to hear from others about what they believe this should look like as well.

* 1. Our Committee Page
     1. Our presence as a committee is absent in many places including the committees page
        1. One of my goals is to offer the BC community (Campus and Community) information about our committee and diversity. There is a need for this transparency
  2. Develop Goals for 2013/2014
     1. Sonya has asked committees to look further into the future up to three years. We as a committee have to take this one step at a time but keep in mind the overarching long-term goals of the committee.
     2. This report is due October 4th
        1. Need to work on this as soon as possible

1. Meeting Schedule
   1. Initially, I think we are going to need to meet twice a month to catch up on the work of the EODAC. Not sure how long this would take place but it something that needs to happen.
      1. Friday’s work best for most of us, know that I drive in to town from Tulare, so let’s figure out some times for the next meeting
         1. Could we potentially meet next week to handle the charge of the committee in detail and outline the strategic plan
            1. Structured work session with the committee charge?

Notes from Meeting:

Attendees: Shohreh Rahman, Victoria Coffee, Adel Shafik, Daymon Johnson, Oliver Rosales

During the meeting the items on the agenda were all addressed. Below are the comments and thoughts in sequential order made during the meeting.

* Someone requested that the Committee’s charge discussion was continued online through Google Documents.
  + Since leaving the meeting, I am currently working on getting this up and running and should have everything in by Monday.
* It was suggested that students be involved in the committee. This is noted and I will make contact with SGA to get on their agenda soon to request representation.
* It would be nice if Corny, and others like Abe, visited the EODAC to debrief the committee on the history and the boundaries of our purview based on their understanding and experience.
  + Since leaving the meeting, I have talked to Corny and he is open to visiting the EODAC. I told him our next meeting for September 27th will be busy but he is open to coming in October sometime.
* Someone suggested that a person from HR join the committee. There was some discussion about this and I think further discussion addressing this issue should continue.
  + I have a good working relationship with some of the folks in HR and would be more than happy to extend an olive branch to that office if the committee so decides.
* The group discussed the history of the EODAC, to the best of their understanding and experiences, and shared some of the obstacles faced by this committee in the past.
* The group decided to hold an additional meeting on September 27th to address the committee charge.