

Barstow Community College
Equal Employment Opportunities and Diversity Committee Meeting
Human Resource Conference Room
September 12, 2016 Agenda
3:00 P.M.

1. Welcome and Introductions
2. The Year ahead
 - a. Strategic Priority #7 Goal Annual Update
 - b. EEO Plan Update
 - c. Demographic and recruiting analysis for 2015/16
 - d. EEO update to the BOT
 - e. BP/AP Updates and revisions
 - f. EEO Multiple Measures for 2017 funding
3. Strategic Priority #7 Annual Update
4. Other

Barstow Community College
Equal Employment Opportunities and Diversity Committee Meeting
Human Resource Conference Room
Monday, September 12, 2016
3:00 P.M.

Members Present: Clint Dougherty (Chair), Joann Garcia, Robbie Evans

Members Absent: Eduardo Vasquez, LaDale Rogers, Tonia Watkins

1. The meeting was called to order at 3:05 p.m. and Clint welcomed everyone to the first meeting of the year.
2. Discussion was held on the year ahead and what goals the committee has for the next year. It was determined the committee would work on:
 - a. Updating the strategic priority goals and objectives for 2016/17
 - b. Reviewing the EEO plan and conducting an analysis of the demographics from 2015.
 - c. Continue working on updating BP/APs related to EEO, Discrimination, Sexual Harassment, and Complaints
 - d. Prepare for submitting the EEO multiple measures to the Chancellor's Office for continued EEO funding in 2017/18.
3. Discussion was held to update the strategic priority goals and objectives. Will finish discussion and update at next meeting in October.
4. Meeting adjourned at 4:00 p.m.

Barstow Community College
Equal Employment Opportunities and Diversity Committee Meeting
Human Resource Conference Room
November 21, 2016 Agenda
3:00 P.M.

1. Welcome and Introductions
2. October 10, 2016 meeting notes and approval
3. BP/AP 7100 review and update
4. EEO Plan Review/Update
5. Other

Barstow Community College District
EEO & Diversity Committee
Human Resources Conference Room
Meeting Notes: November 21, 2016
3:00 pm to 4:00 pm

Present: Clint Dougherty, Management; Eduardo Vasquez, BCFA; Joann Garcia, Management; Rajanae Stone, ASG; Paulette Pereira, Confidential/Recorder.

Absent: Classified

Welcome:

Clint welcomed everyone.

Membership

Rajanae Stone to replace LaDale Rogers for ASG. Paulette Pereira to replace Tonia Watkins.

Review/approval of meeting notes from:

Discussion: Approve Agenda and minutes. 1st Vasquez, 2nd Garcia

Review and Update AP/BP 7100:

Discussion: Reviewed Administrative Procedure/Board Policy 7100: Commitment to Diversity. No changes, approve AP/BP 7100: 1st Garcia, 2nd Vasquez, all in favor.

EEO Plan Review and Update:

Discussion: Clint distributes EEO Feedback Worksheet for review. Form was sent to HR professionals from California for their feedback. HR plans to take EEO demographic stats to board in December.

New Business:

Discussion: Committee to review purpose and description of committee. If membership or committee name needs to be updated.

Other:

Discussion: None.

Next Meeting:

Discussion: TBD – January

Barstow Community College
Equal Employment Opportunities and Diversity Committee Meeting

Human Resource Conference Room

January 19, 2017

3:00 P.M.

1. Welcome
2. November 21, 2016 meeting notes and approval
3. Review of 2015 demographic data
4. EEO Plan Review/Update
5. Other

Barstow Community College District
EEO & Diversity Committee
Human Resources Conference Room
Meeting Notes: January 19, 2017
3:00 pm to 4:00 pm

Present: Clint Dougherty, Management; Eduardo Vasquez, BCFA; Joann Garcia, Management; Rajanae Stone, ASG; Barbara Rose, CSEA; Rosalinda Palakiko, HR; Paulette Pereira, Confidential/Recorder.

Absent:

Welcome:

Clint welcomed everyone. Attendance Changes. Barbara to replace Robbie Evans, Classified and adding Rosalinda Palakiko, HR.

Review/approval of meeting notes from November 21, 2016:

Discussion: Approve Agenda and minutes. 1st J. Garcia 2nd E. Vasquez

Review of 2015 Demographic Data:

Discussion: Appendix B – Historical Demographic Data. Compare 2014 and 2015. Review Gender Analysis and Ethnicity.

EEO Plan Review/Update:

Discussion: HR plans to present EEO & Diversity Update in March.

New Business:

Discussion: N/A

Other:

Discussion: Next meeting to make changes to analysis. AP BP 7100 is going to participatory Governance. The next APs & BPs that are possibly up for review are Sexual Harassment policy & procedures and Whistle Blower.

Next Meeting:

Discussion: TBD

Barstow Community College District

EEO & Diversity Committee

Human Resources Conference Room

Meeting Notes: April 10, 2017

3:00 pm to 4:00 pm

Present: Clint Dougherty, Management; Eduardo Vasquez, BCFA; Joann Garcia, Management; Kasey Moore, ASG; Barbara Rose, CSEA; Rosalinda Palakiko, HR; Paulette Pereira, Confidential/Recorder.

Absent:

Welcome:

Clint welcomed everyone.

Review/approval of meeting notes from January 17, 2017:

Discussion: Approve Agenda and minutes. 1st B. Rose, 2nd J. Garcia

Invite to April Board Meeting:

Discussion: Clint invited the EEO committee to the April board meeting. HR will be giving an EEO funding update, Multiple Measures and an update on EEO & Diversity.

Harassment & Discrimination:

Discussion: Harassment & Discrimination AP & BPs will be sent to legal counsel to draft.

New Business:

Discussion: Cinco de Mayo will be sponsored by the EEO & Diversity Committee. Joann invites the committee to attend.

Other:

Discussion: None.

Next Meeting:

Discussion: It may be the last meeting of the fiscal year. TBD