

EEOAC MEETING
February 11, 2008
Human Resources Conference Room

Present:	Terrie Lopez	Maggie Cordero
	Ellen Horvath	John Gallant
	Cynthia Convey	Alva Acosta

Cynthia Convey reported to the committee that there were two important upcoming meetings: (1) the Coordinating Committee at which the constituency of the EEOAC was reviewed and (2) the EEDEC meeting on April 18, 2008 at which the Model EEO Plan will be discussed by representatives of Human Resources and Compliance Officers from Southern California. Ms. Convey reminded all members of the committee that they were invited to join the EEDEC meeting and that the discussions would be invaluable in understanding the mandates of the Diversity Plan.

Ms. Convey stated at the heart of the contention is the issue of "hiring goals" and "diversity in the pool." At the present time, the Model Plan states that if any District fails to meet its goals, it must take steps regarding its selection and hiring processes. It is the opinion of many (if not most) that the recommended actions are in violation of Prop 209 mandates which prohibit making hiring decisions on the basis of race or ethnicity. Ms. Schulkind is an attorney with Leibert, Cassidy and Whitmore and education law firm with offices throughout the state. Ms. Schulkind practices in Northern California and as part of her work with community colleges in Northern California, she has written (or rewritten) sections of a counter-Model Plan. Interested members of the EEOAC are invited to attend the meeting. They need to advise Ms. Convey so that she can provide parking passes, arrange for lunch, and notify EEDEC of the number of persons from the District who will be attending.

The request for additional members to the EEOAC was agendized for and presented at the last Coordinating Committee meeting. There was a very active and thorough discussion of the request by all of the constituent groups. However, the Coordinating Committee determined that:

- There will be only one voting manager appointed by ACCME and the second manager, who will vote, will be Ms. Convey.
- There will be only two voting faculty members appointed by the Faculty Senate.

The committee then had a discussion about representation. Each of the committee members agreed that they would further discuss the matter with

their constituent groups to attempt to revisit the matter at the Coordinating Committee. Next meeting will be on February 25, 2008.

The meeting was adjourned at 11 a.m.