

EEOAC MEETING  
October 29, 2007  
Human Resources Conference Room

Present:     John Gallant                             Robin Huber  
              Terrie Lopez                            Georgina Guy  
              Marina Rodriguez                     Alva Acosta

The minutes of the meeting of October 15, 2007 were presented. John Gallant moved approval and Robin Huber seconded. Hearing no opposition, the minutes were approved.

Robin Huber objects to proceeding with Plan Component 6 because the subject of discrimination complaints, he asserts, is bargainable.

The Committee decided to move forward. The Committee discussed the title of "the Plan." After some discussion, there was mutual consensus that the plan would be titled the "Diversity Plan." Cynthia will make the appropriate changes in title to the all sections.

The Committee then moved to Plan Component 9: Annual Written Notice to Community Organizations. We discussed the requirements of § 53003(c)(5) and the need to perform outreach to the community and to inform the community of the District's Diversity Plan and its EEO Policy regarding recruitment.

The Committee discussed the District's outreach in mailing all job announcements to a list of places that were interested in receiving the announcements or identified as diverse recruitment sources. Robin Huber indicated that the union would be interested in receiving job announcements by email as well.

Plan Component 9 is not an announcement of a specific job but an opportunity to state to our community that we are an EEO employer and requesting assistance in identifying qualified applicants. If an organization or business is interested in receiving our job announcements, they should be informed how to "get on the list." Cynthia said that many colleges published an annual notification in the newspaper. The Committee responded well to this method of communication and it was decided that publication in the Long Beach Press Telegram would be most appropriate. Cynthia was asked to draft language for the proposal.

The holidays are upon us and the meeting that would normally take place on November 12 is cancelled due the Veteran's Day holiday. The next meeting is scheduled for Monday, November 26.

The Committee then worked to schedule the next month's meetings. The following is the proposed schedule:

December 10, 2007  
January 14, 2008  
January 28, 2008  
February 11, 2008  
February 25, 2008

All meetings will take place at 10 a.m. in the Human Resources Conference Room.

Meeting adjourned.