

**Minutes – February 1, 2024
4 p.m.-5 p.m.**

Members Present: Maria Bucio, Laura Davis, Sylvia Harrington, Luke Lara, Nick Mortaloni, Charlie Ng, Edward Pohlert, Wendy Stewart

Members Absent: Al Nyman

Resources: Nashona Andrade, Shawna Sourivanh, Chris Tarman

1. Review December 13, 2023 - Meeting Minutes
2. EEO Plan

Next Steps

EEO Plan has been sent to PIO (Public Information Office) to have a cover created and reformatted to have a look like the annual budget plan.

A timeline needs to be created to continue work on Component 13 and the strategies. There will be areas that will require input from RPIE for reporting and tracking purposes, items that are IDEA related that the committee would work jointly on, and revisions to policies that are more specific to Human Resources.

Promote data tools that are available to hiring committees when looking at pools.

Reviewed Pre-Hiring Y1: EEO/IDEA Policy Statements. Y2: Make recommendations to EEO/IDEA policy statements. Need to look at the means to accomplish the strategies outlined in Component 13.

Review board policies and administrative procedures around our DEI statement, nondiscrimination, EEO commitment statement that we should define. Identify the policies that land squarely with EEOAC and the ones that land with IDEA, specifically the EEO Plan. Calendar time for stakeholders to r(0.25m)TJET.h.6s.h.6s.h.6s.h.6s.h.6s.h.6s.h.6s.h.6s.h.6s.

inform recruitment strategies. Chris shared he uses the IPED report proactively for as many positions as he can. He shared that RPIE would be happy to put together a training video on how to use.

EEOAC can help getting the word out as ambassadors in letting people know the resources available for hiring committees and the campus community.

Enhance Mandatory Training with appropriate content. Refresher training can be case based, exercising your judgment, etc. The time spent will be more engaging, shorter, and complies with what is required.

Everyone on the committee should go through the strategies under Component 13 and review the EEO plan. Will review at the next meeting.

3. Sexual Orientation and Gender Identity Data

4. Proposed Meeting Dates Remainder of the Year

Wednesday, 02.28.2024	4 p.m.
Friday, 03.15.2024	4 p.m.
Thursday, 03.28.2024	4 p.m.
Thursday, 04.11.2024	4 p.m.
Wednesday, 04.24.2024	4 p.m.
Friday, 05.10.2024	4 p.m.

5. Next Meeting