

Meeting Minutes: EEOAC Committee
Date: March 28, 2024
Time: 4 p.m. – 5 p.m.
Location: Virtual

Attendees:

Charlie Ng
Maria Bucio
Edward Pohlert
Laura Davis
Wendy Stewart
Chris Tarman
Nashona Andrade

Members Absent:

Sylvia Harrington
Shawna Sourivanh
Luke Lara

Resources:

Nashona Andrade

Agenda

1. Call to Order
2. Approve Previous Meeting Minutes
3. IDEA Advisory
4. Equal Employment Opportunity (EEO) Plan/Strategy Updates
5. Sexual Orientation Gender Identity Data
6. Other Business
7. Next Meeting – Thursday, April 11, 2024, 4-5 pm

Note: For each item, consider discussing the topic, recommendations, and actions to be taken, including who is responsible and the timeline.

Minutes

1. Call to Order:

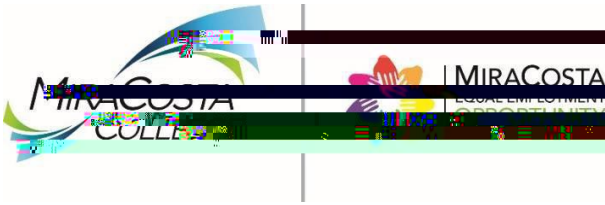
A survey form has been launched to evaluate IDEA efforts across the district.

Decision:

- o Determine if the survey completion encouragement email should include the EEOAC charge for clarity.

Action Items:

- o Charlie Will:
 - Email all EEOAC members to encourage survey completion.
 - Attach the EEO plan and relevant details.
 - Attach the IDEA Survey Worksheet Google document.
 - Inform members that the next meeting will involve group discussion to reach consensus on the responses.



- Recommend including the EEOAC charge in the email for clarity.

4. EEO Plan/Strategy Updates:

Discussion:

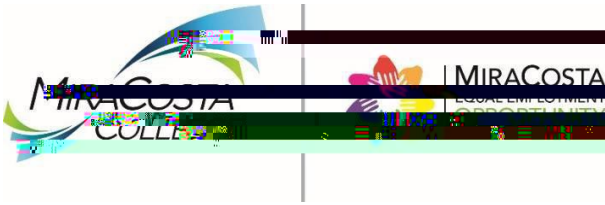
- o Overview of EEO Strategies:
 - Pre-Hire: Revise policies and procedures; develop videos and resources for applicants.
 - Hiring: New data gathering tools (e.g., dashboard); enhanced mandatory training and Board member training; new advertising strategy and enhanced data analysis.
 - Post-Hire: Exit interviews; new onboarding experiences and leadership development; adverse impact analysis.
- o Implementation will be driven by HR and RPIE.
- o Focus on dashboard development and its use for connecting with colleges and universities.
- o Strategies include engaging with senators, colleges, and community members to promote recruitment and leveraging ERG relationships with schools that graduate HR-related professionals.

Decision:

- o Agree on immediate actions for recruitment, including identifying new placements and establishing relationships with colleges early.
- o Decide on the promotional campaign for the dashboard and the approach to its objectives.

Action Items:

- o Immediate Actions:
 - Identify new placements in divisions for fall and establish early relationships with colleges.
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- What outcomes are we aiming to achieve?
 - How will the dashboard be utilized?
 - How will its impact be measured?
 - Nick:
 - Develop a promotional campaign for the dashboard, similar to the Sexual Orientation & Gender Identity (SOGI) data campaign, with clear objectives and a call to action.
5. Sexual Orientation and Gender Identity (SOGI) Data:
Discussion:
- Nick provided an update:
 - SOGI teammates have conducted a roadshow to highlight the importance of collecting SOGI data across various ERG groups.
 - They are sharing insights into the usage and significance of the data.
 - The goal is to achieve an 80% completion rate for SOGI data updates in Workday (WD), similar to the race and ethnicity data.
 - The data will help inform better decisions by comparing representation among students and staff.
- Decision:
- Confirm the target completion rate of 80% for updating SOGI data in Workday.
- Action Items:
- Nashona:
 - Provide the updated SOGI data to the SOGI team.

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