

SANTA MONICA COLLEGE DPAC HUMAN RESOURCES SUB-COMMITTEE

Meeting as the EEO Advisory Committee

TUESDAY, FEBRUARY 4, 2014

1:30 p.m. – 3:00 p.m.

LIBRARY CONFERENCE ROOM 275

AGENDA

1. Discuss EEO Advisory Committee Agenda and Dates
 2. Training re “Legally Compliant Strategies for Diversity Enhancement” on February 7, 2014, from 9am-12pm (see below)
 3. EEO Training
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SCCCD

Employment Relations Consortium

Legally Compliant Strategies for Diversity Enhancement

The California Supreme Court says "targeted" recruitment is prohibited, but the California Legislature says "focused" outreach is permissible; affirmative action is out, but EEO is in; districts are prohibited from explicitly considering race or gender in hiring, but face serious consequences if they do not hire adequately from these and other "monitored" groups. What are community colleges to do? This workshop briefly reviews the applicable law and clarifies the terminology of EEO and diversity hiring. It then explores hiring strategies that are both legally compliant and designed to diversify. The workshop also provides a much-needed opportunity for colleagues to share what they are doing on their own campuses.

February 7, 2014

TIME:9:00 a.m. to 12:00 p.m.

LOCATION: Library Conference Room