

EEO Advisory Council - December 04

Meeting Purpose

Review and assign action steps for Year 2 EEO plan goals across pre-hiring, hiring, and post-hiring phases.

Key Takeaways

- Committee members assigned to specific goals and action items for Year 2 implementation
- Several goals overlap with existing initiatives (e.g. professional development, leadership program)
- Some goals need clarification or may be better suited to different phases (pre vs. post-hiring)
- Challenges identified include potential budget cuts to equity-oriented programs

Topics

Review of Pre-Hiring Goals

- Discussed evaluating flex sessions for equity content
- Cara and Alyssa to provide flex session evaluation data related to equity
- Potential challenge: Budget cuts to equity-oriented non-instructional units

Website and Applicant Feedback

- EEO website now includes agendas and minutes
- Plan to survey applicants for feedback in spring
- Cara to reach out to Tia and Patty about engaging employee resource groups

Employee Satisfaction Survey

- Holley working on report, will inform Educational Master Plan implementation
- Implementation planning to occur in spring, incorporating equity goals

Professional Development and Training

- Existing flex session evaluations can be used to assess equity content
- Need to align with new strategic plan goals once finalized
- Discussion on improving translation/interpretation services for events

Onboarding and Orientation

- Challenges with mandating orientation for part-time/hourly employees
- Discussed potential incentives for attendance (e.g. food, raffle)

Equity Recognition Program

- [Concerns about "awards" potentially undermining equity as foundational](#)
- [Exploring alternatives like "shout-outs" or showcasing equity work](#)
- [Alyssa and Cara to develop ideas for recognizing equity efforts](#)

Leadership Development Program

- [Alyssa working on program launch for June](#)
- [Will present to constituent groups and open applications in spring](#)

Next Steps

- [Angela to consolidate meeting notes and share updated document for committee input](#)
- [Cara to email Tea and Patty about employee resource group engagement](#)
- [Holley to complete employee satisfaction survey report](#)
- [Alyssa and Cara to develop ideas for equity work recognition](#)
- [Angela to follow up with Nikki on potential orientation incentives](#)
- [Committee members to review and contribute to assigned action items in shared document](#)