

Monday, June 9, 2025

1:30 pm – 3:00 pm

Zoom Link: <https://marin-edu.zoom.us/j/84490805781>

Present: Angela Lingo, Angela Olmanson, Kat Alvarado Wing, Alyssa Graff, Holley Shafer

Absent: Nikki Harris, Anna McShea, Marco Cantua-Alvarez, Lauren Servais

Note Taker: Brandon Christian

Call to Order: Called to order at 1:36 p.m.

1. **Agenda:** The meeting agenda was reviewed.
2. **Minutes:** The 5/1/25 minutes have been uploaded to the EEOAC website for review.
3. **Agenda Item: Prep for Report to President/Superintendent**

Goal: *Discussion*

Lingo reviewed the EEO 2024-25 Goals Updates spreadsheet with the council. These recommendations will be given to President Eldridge, and today's meeting is an opportunity to review as a council and finalize the formal presentation and any other updates to him from the council. Lingo and Servais will present the recommendations to President Eldridge on Friday, June 13, 2025.

Highlights include: expanded training; a development plan with five key points, including the implementation of equity-minded practices inside and outside the classroom; onboarding updates; orientation at flex week and virtual option; completing the Manager Toolkits for onboarding new hires; results and recommendations from engagement survey for all employees; enlisting staff in attending affinity group conferences and reporting back through COM hour.

A recommendation was made for the layout of the document to be formatted in a way in which the differences in highlights and recommendations are easier to decipher between.

Action Items:

- Lingo and Servais will update the council after President Elridge reviews the highlights and recommendations and provides feedback
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4. Agenda Item: EEO Grant

Goal: *Discussion*

The council discussed whether it should consider applying for a \$100k EEO grant. Olmanson shared that she drafted a brief plan and shared it with Lingo and has volunteered to spearhead writing the grant application. The grant administrator will likely be Nikki Harris, Vice President of the Human Resources Department, with management support from Lingo and Servais.

The council discussed its capacity for being able to implement the plans if they receive the funding. There were a few concerns about engagement from council members to be able to implement the entire spending plan for the grant. Olmanson shared what to expect in terms of managing the grant: providing a draft plan (that includes a timeline we provide on how the funding will be spent); quarterly status reports in NOVA; and a final report. Graff mentioned that EEO is a part of her job duties, especially related to classified work, and she is happy to put in work towards grant administration since it falls under her current job duties.

Next steps are determining what the council will propose in terms of how the funding will be spent. To develop the spending plan, Olmanson recommends reviewing the highlights and recommendations to the president and seeing what can be monetized. After a plan for spending is created based on the recommendations and highlights, the council can review what funds are left over and make plans for the remaining funds.

Action Items:

- Lingo will discuss the council's decision to apply for the grant with Servais and Harris and plan to move forward with applying
- Grant applications are due August 1, 2025
- EEOAC council co-chairs will provide the council with an update soon

5. Agenda Item: Debrief and next steps, including next year's meeting schedule

Goal: *Discussion*

The council discussed identifying a meeting time for the 2025-26 Academic Year. The council also needs two faculty representatives to join the council next year.

The council's availability for meetings in 2025-26 is listed below:

- Mondays before the end of COM hour (and before 2 pm)
- Tuesday mornings (members are unavailable after 1 pm)
- Wednesdays (members unavailable between 1 pm – 2 pm)
- Thursday morning (members unavailable on the first Thursday of the month)

Action Items:

- Lingo will follow up with the group via email on potential meeting dates and times for the 2025-26 academic year