

**Combined HRAC/DDEAC Meeting
January 21, 2016
Admin Conference Room – De Anza
2PM – 3:50PM**

Agenda

- I. Review Minutes**
- II. Possible Formation of Workgroups To address III – VII below**
- III. Vision / Mission / Name**

From the District Website under Diversity/Equity/Accommodation: Foothill - De Anza Community College District is committed to becoming a model District for the 21st century and to provide equal opportunity and an educational and work environment free from any discrimination. The District welcomes and unites people of all ethnicities, genders, sexual orientation, socio-economic classes, religions, abilities and ages and empowers them as individuals and as groups. We believe that culturally diverse teams yield more creative, synergistic and effective outcomes.

Foothill - De Anza Community College District shall adhere to all applicable state and federal equal opportunity/affirmative action statues and regulations.

- See more at: <http://hr.fhda.edu/diversity/index.html#sthash.vl0iEdJ3.dpuf>

District Diversity and Equity Advisory Committee

PURPOSE

Title 5, Section 53305 - Advisory Committee "Each community college district shall establish an Equal Employment Opportunity Advisory Committee to assist the district in developing and implementing the plan required under section 53003. This advisory committee shall include a diverse membership whenever possible."

In addition to implementing the Equal Employment Opportunity plan for the District, the District Diversity Advisory Committee is responsible for developing, implementing and coordinating district-wide diversity training, plans and activities consistent with the Diversity Vision Statement. The District Diversity Advisory Committee receives reports from both the De Anza Diversity Advisory Committee and the Foothill Diversity Advisory Committee.

The Committee disburses the Equal Employment Opportunity fund allocation, implements appropriate sections of the State Chancellor's Equity and Diversity Task Force Report and completes required reports.

- See more at: http://www.fhda.edu/_about-us/_participatorygovernance/B-district-diversity-and-equity-advisory-committee.html#sthash.pmcLj208.dpuf

Human Resources Advisory Committee (HRAC)

Human Resources exists to provide services, assistance and resources to the current, future and retired employees of the Foothill-De Anza Community College District, to support those constituents in meeting

their goals, to provide student learning and support student success. Human Resources is responsible for a wide variety of services and programs including employment services, diversity and equal opportunity, employee records, benefits, classification and compensation, employee/supervisor relations, performance evaluation, negotiations, policy development, shared governance, special assignments/reports/projects, implementation of contract agreements, and more. Some of these are service functions and others are control functions.

Because Human Resources exists to serve employees, it is critical that employees have the opportunity to evaluate and advise Human Resources in the development and refinement of programs and services. A Human Resources Advisory Committee can provide this important feedback.

PURPOSE

To provide input to Human Resources for continued improvement in services and programs for employees; to improve communication between Human Resources and the employees it serves.

- See more at: http://www.fhda.edu/_about-us/_participatorygovernance/D-hrac.html#sthash.MC9PQeQ6.dpuf

IV. EO Plan

V. Develop proposal for “refocus” on application on Equity Experience vs Diversity Statement

Understanding of, sensitivity to, and respect for the diverse academic, socio-economic, ethnic, religious, and cultural backgrounds, disability, and sexual orientation of community college students, faculty and staff. –

See more at:

<http://chc.tbe.taleo.net/chc06/ats/careers/requisition.jsp;jsessionid=2B40AD901F22072950EAD5C3AE9D05E5?org=FHDA&cws=1&rid=1644#sthash.EuK6nTZf.dpuf>

VI. Board Policies / Administrative Procedures – Review Proposals

VII. Awards/Rewards Program

What do we see it being like?

Name suggestions?

Vision –

To be the office that out lives its necessity

Mission

To move our community to a place where different isn't