



GAVILAN COLLEGE

Equal Employment Opportunity Committee

2020-2021 Activities Calendar

The District has established a District Equal Employment Opportunity Advisory Committee to assist the District in implementing its *Plan*. The committee may also assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures. The committee may work in coordination with other groups on campus to sponsor events, trainings, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.

Activity	Description	Date	Time	Contact	Location	Audience
Implicit Bias/Diversity Training	Best practices regarding how to break down barriers for our applicants through the application and interview processes in order to increase diversity	October 17, 2020	1-3pm	Lucy Alvarez	Zoom	EEO Committee
Up-date Recruitment Process	HR will up-date the current recruitment process to increase diversity practices.	2020-2021 Fiscal Year	N/A	Lucy Alvarez	N/A	N/A
EEO Plan Up-date: Academic Senate	Provide an up-date regarding modifications and up-dates made.	Information April 6, 2021 Discussion/Approval April 20, 2021	2:30-4:00pm	Christina Salvin & Diana Gonzalez-Mireles		Academic Senate
EEO Plan Up-date: Leadership	Provide an up-date regarding modifications and up-dates made.	April 13, 2021 or April 27, 2021	9:00-10:30am	Lucy Alvarez, Annette Gutierrez, & Sydney LaRose		Leadership
EEO Plan Up-date: CSEA	Provide an up-date regarding modifications and up-dates made.					CSEA
EEO Plan Up-date: President's Council	Provide an up-date regarding modifications and up-dates made.	Information April 14, 2021 Discussion/Approval April 28, 2021	4:00pm-5:00pm	Lucy Alvarez		President's Council

EEO Plan Up-date: Board Meeting	Provide an up-date regarding modifications and up-dates made.	June 8, 2021	7:00pm-9:00pm	Lucy Alvarez		Board
Fall 2020 EEO Committee Meetings	Monthly EEO committee meetings.	October 28 th November 18 th December 30 th	2:00-3:00pm	Lucy Alvarez	ZOOM Link	OPEN
Keenan Safe Colleges	Diversity/Bias Trainings	Due by December 30, 2020	N/A		Online	EEO Committee
Hiring & Screening Committees	Hiring the Best While Developing Diversity in the Workforce: Legal Requirements and Best Practices for Screening Committees	Friday, February 19, 2021	9:00am-12:00pm			
Pacific Northwest Annual EEO Training	Guidance and expertise in the top three areas impacting your workplace: Pandemic EEO Issues: Tips and Strategies; Race Matters 2020; and Gender in the Post-Bostock Workplace					
Virtual EEO Investigation	This in-depth workshop will provide perspectives on what often goes wrong in the internal investigations, a foundation for planning and investigating, and practice interviewing and assessing credibility, in addition to tips on documentation, reporting and conducting investigations remotely					
Customized Training	Topics vary and include: Recruiting and Hiring Age Bias EEO Overview					