



HARTNELLCOLLEGE

EQUITY ASSURANCE COUNCIL

Minutes

April 19, 2024, 9:00a.m., Building E, Room 112

MEMBERS	Constituent Group	Present	Absent
1. Dianna L Rose	Administration	X	
2. Senorina "Nina" Vazquez	Faculty	X	
3. Julia Silveira	Classified (CSEA)	X	
4. Jackie Cruz	Administration		X
5. Jackie Flores	Confidential		X
6. Brenda Jones	Classified (CSEA)		X
7. David Jones	Classified (L39)	X	
8. Gabriela Lopez	Administration	X	
9. Peggy Munoz-Meador	Faculty		X
10. Kristalee Peoples	Student		X
11. Elizabeth Weist	Classified (CSEA)		X
12. Gayle Pitman	Administration	X	
13. Tracy Gomez	Administration		X
14. Janet Flores (Alternate)	Faculty	X	
15. Cheryl O'Donnell	Faculty		X
16. Jennifer Taylor	Faculty	X	
17. Corina Vasare	Faculty	X	

Guests:

Daniel Lopez

1. Call Meeting to Order - 2 min

Meeting called to order at Meeting called to order at 9:12 a.m.

2. Approval of April 19, 2024 Agenda - 5 min

MSC: Gayle Pitman(first), Janet Flores (second)

3. Approval of March 15, 2024 Minutes - 3 min

MSC: Dianna Rose (first), Janet Flores (second)

4. Equity Framework: Update from 2nd Reading - 15 min

Task was to get in touch with Richard Morales to update the visual and gather feedback. Dianna will be bringing it back to the May meeting.

5. Update: Creating Employee Affinity Groups - 5 min

Gayle updated the council and expressed her preference for calling it "resource groups", she also spoke on creating a structure so it promotes DEI.

The Employee Resource Group language was presented to the council.



VP Rose added that all colleges received funding through the state chancellor's office. The CCCC EEO/Diversity Best Practices Handbook contains a portion on Employee Resources Groups, and recommended that our structure is consistent with the strategies that the handbook contains. VP Rose also recommended that the EEO/Diversity Committee oversee the groups as well as the funding.

The council agreed the EEO/Diversity Committee would be the best group to oversee these groups and it would be asked for the EEO/Diversity Committee to agendaize at their next meeting.

Nina suggested building a "college-hour" to allow for the attendance of all parties (faculty, staff, students).

6. Update: DEI Survey Follow Up - 5 min

Gayle gave an update on the current DEI Survey response rate:

Students - 5.7%, Faculty - 26.5%, Staff - 34.9%

There has been a barrier for students to complete the survey as it does have a unique link for each person. However, a reminder will be sent with a non-unique link for that last push to get student input. Survey is set to close at the end of April 2024.

7. Religious Holidays & Course Audits - 15 min

Daniel presented the recommendation to update the course audit application to allow students to audit classes to broaden their knowledge and interests. At the moment the application states "auditors must have exhausted their eligibility to enroll in the course for credit". He stated that will limit students and community members and decrease access for groups to gauge interest in students or access in community members.

The council reviewed and discussed the current application and briefly viewed the AP and Ed Code in relation to this. It came to the agreement that the AP be revisited and updated and that VP Subramaniam be included. VP Rose and AVP Pitman will be following up with VP Subramaniam.

Daniel addressed having communication to faculty and staff to take into consideration certain accommodations that may be needed due to religious practices, such as Ramadan. The committee discussed and came up with some possible solutions such as: including language in the syllabus, providing professional development training on specific observances and giving guidance and education.

Nina and Daniel will work on an accommodation statement to be presented at the academic senate for approval to add to syllabus across campus. Additionally, VP Rose will work with Richard Morales to see how we could send out a communication related to this.



8. Recognition months/calendar - 10 mins

MSC: Dianna (first), Janet Flores (second) to establish a task force composed of David Jones, Gayle Pitman and Dianna Rose to research past practice and work on establishing a group that will collaborate with these efforts.

Corina presented the idea of having a campus-wide master calendar to improve overlapping of events and for everyone to be informed of holidays and celebrations to create a culture of collaboration.

The council spoke on centralizing the effort making someone/a group responsible for updating and maintaining.

David shared that the college would regularly host events like that in the past. It was suggested to start a task force to research what had been done in the past and come up with a plan and present it at the next meeting in May.

Julie suggested playing the list of monthly events in the plasma screens throughout the campus.

9. Ethnic Studies Seamless Transfer Project

Corina shared the Ethnic Studies plan - how can a degree in ethnic studies help you, highlighting student stories of the effect of taking an ethnic studies course.

10. Tasks/Charges - 55 min

MSC: Nina Vazquez (first), Janet Flores (second) to create problem statements behind the president's task force recommendations.

Gayle gave a brief overview of the President Task Force recommendations and the status of them.

There was discussion and clarification on some of the recommendations, which led to perhaps taking a step back and revisiting the original themes to see if perhaps there were new strategies that could help solve the problems, by doing so it will also keep things current and relevant.

11. Closing Comments/Adjournment

The meeting adjourned at 10:59 a.m.

NEXT MEETING(S)

May 3, 2024