HARTNELLCOLLEGE

Diversity/EEO Advisory Committee
Minutes
September 17, 2020
Zoom

Members

Name	Representing	Present	Absent
Lyle Engeldinger	Administrative, co-chair	x	
Daniel López	Faculty, co-chair	x	
Cynthia Ainsworth	Faculty	x	
Moises Almendaríz	Administrative, HIS Programs	x	
Alma Arriaga	Classified, at large	x	
Melissa Chin-Parker	Administrative, TWS	x	
Mohammad Hussain	Faculty		x
Bronwyn Moreno	Administrative, Equity Programs	x	
Augustine Nevarez	Administrative, Student Life	x	
Nora Torrez-Zuniga	Classified (Confidential)	x	
Greg Perkins	Faculty		x
Michelle Peters	Administrative, DSPS	x	
Isis Martinez	Student representative	x	
Priscilla Salas	Student representative		x

Others

Belle Lozada	HR (minutes)
Louann Raras	HR
Aidee Farias	CTE
Dr. Raul Rodriguez	Administrative

CALL TO ORDER AND INTRODUCTIONS

The meeting was called to order at 2:05 PM. Agenda was adopted.

INFORMATION/DISCUSSIONS/PRESENTATIONS

1. Dr. Rodriguez was a special guest during this meeting. He provided his views on the Chancellor's Vision for Success and Call to Action. He said the overarching goals is to make equity the core of everything we do. In the College Redesign effort, he would like us to view everything from an

equity lens. He wants to promote diverse hiring and be vigilant of the hiring process. He wants us to continue to look at the EEO data.

2. Daniel presented a PowerPoint that outlined the goals, the barriers, and where we can begin as the Diversity/EEO committee.

   Some of the goals include: keep an ongoing record/calendar of all diversity/equity actions on campus, to connect interested parties who might be able to are resources, increase the overall efficiency and efficacy of diversity/equity programs at Hartnell, improve diversity hiring and retention, support Student Life in getting resources for student organizations, etc.

   Some of the barriers include: lack of infrastructure and/or resources and lack of communication structure.

   He spoke of how we can begin with our efforts. He stressed that this process will take time. We can organize a list of current equity efforts, identify new projects the committee is willing to do, and begin creating the communication network needed for this project.

   To Dr. Rodriguez's point regarding the hiring process, Daniel asked who does the checking and who will make sure that equity is being infused in all the outreach and hiring efforts. Dr. Rodriguez said it is the job of the president, the cabinet, and the Board. Daniel said there should be an entity, a dedicated infrastructure, that keeps track of the work and make sure it is being done. Alma said there is a lot of opportunity to improve our recruitment efforts.

   Aidee asked about bringing an external entity to provide a roadmap to keep us on track. We need data and communication mapping, etc. Daniel said we need a group, a decision making body, then we could figure out the roadmap.

   Bronwyn said there is a lot of work that could be done in the EEO effort and institutional equity. Cynthia and Brownyn said we don't need to reinvent the wheel. Let's look at other colleges and their models. We can review data from the last EEO plan, define equity gaps. Michelle said we need to look at the data we have and also the data we don't have. Should we change how we are collecting data?

   Moises and Dr. Rodriguez spoke about the USC Community College Equity Alliance. Information will be sent to the campus soon.

   Lyle asked for the committee's short-term goals. Daniel said we need to keep this on our radar. We need to start thinking about growing our own instructors and employees and improve hiring efforts.

Action Items

Lyle will bring the EEO plan and hiring process to the next meeting.
Bronwyn will bring other equity models.

Meeting adjourned at 3:30 pm.