



HARTNELL COLLEGE

**Diversity/EEO Advisory Committee
Minutes
August 27, 2020
Zoom**

Members

Name	Representing	Present	Absent
Lyle Engeldinger	Administrative, co-chair	x	
Daniel López	Faculty, co-chair	x	
Cynthia Ainsworth	Faculty		x
Moises Almandaríz	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

CALL TO ORDER AND INTRODUCTIONS

The meeting was called to order at 2:03 PM. Agenda was adopted.

INFORMATION/DISCUSSIONS/PRESENTATIONS

1. Discussions with Academic Senate President about incorporating Diversity/EEO Committee in more campus activities.
Daniel spoke about his goal to make Diversity/EEO Committee more active on campus. He contacted Cheryl O'Donnell and asked that the committee be available as a resource. He would like to create a hub and link groups together, direct efforts (i.e. if a student organization needs

resources), and he would like to us to provide low level consultation – a place where we can provide feedback.

Lyle asked the group how everyone would feel about being invited into other committees. Daniel said that is something to consider; however, there is a governance structure. This is a big project still in infancy stage and anticipates this will take at least a year.

Bronwyn spoke about different definitions of equity, and how we are approaching this subject as an institution. Everything we do should be rooted in an equity mindset. This will involve a culture shift. This is a massive undertaking.

2. President's Message and implications for the committee

Lyle spoke about the President's Call to Action during Convocation. He asked the committee how they felt about inviting Dr. Rodriguez to the next meeting to get his views and make sure we are all communicating the same message.

Aidee asked about the equity strategic plan. She said from a CTE perspective, it would be helpful to identify goals and milestones. She asked what can we change first to gain momentum. She agrees that we need to have comprehensive messaging.

Daniel said there are systemic problems and we have to come up with institutional solutions.

Melissa said we need to look at low hanging fruit. What can we accomplish immediately?

Daniel and several others spoke about needing physical space on campus for groups to congregate in a safe environment. Much like Mi Casa as provided by the Office of Equity Programs, there should be a space for LGBTQ+, Black students, etc. Lyle brought up that we need to think about employees as well.

3. Recruitment plan

Lyle said the current recruitment plan needs some work. Our outreach program is limited. Recruitment should be a year-round activity. He said we need to broaden the recruitment net. We could consider teaming with DSPS and Student Services. We could develop a student worker curriculum, possibly look at high school and middle school and capture their interest early to come to Hartnell for school or work.

Aidee asked how do we serve generational, literacy, education, and language gaps? She said a lot of people are interested in working for Hartnell but do not meet the minimum qualifications.

Lyle mentioned that engaging high school students is a great outreach opportunity.

Daniel said we could encourage current staff to pursue or continue their education and possibility develop a mentorship program.

4. Update from The Western Stage

Melissa brought up the Black Lives Matter messaging and the Anti-Racism Call to Action. She said TWS is an outside entity but needs to be aligned with Hartnell to make sure they are communicating the same message.

Action Items

Lyle will invite Dr. Rodriguez to the next meeting.

Committee to start thinking about how we will be a hub of communication and resources.

Meeting adjourned at 3:36 pm.