



HARTNELL COLLEGE

**Diversity/EEO Advisory Committee
Minutes
November 19, 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	
Margie Wiebusch	Administrative, FKC	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)
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CALL TO ORDER AND INTRODUCTIONS

The meeting was called to order at 2:05 PM. Agenda was adopted. Minutes from November 19, 2020 were approved.

INFORMATION/DISCUSSIONS/PRESENTATIONS

1. Moises and Bronwyn shared that the President’s task force has met once. First meeting was awareness and addressing what other groups are doing. Bronwyn said first meeting was the baseline of what equity is. She shared the Framework for Racial Equity and Social Justice.
2. Cynthia and Augustine attended the first session on unconscious bias as part of USC Racial Alliance.

3. The group reviewed other equity models. Bronwyn shared the Compton College model. Cynthia will share the keynote address from CCLC to the group. Lyle worked with David Morris, who is on the state's academic senate, and said he will contact him to see if he can send any information.
4. Alma spoke about hiring committees and how there is a tendency of the same people being on these committees. Daniel suggested to add in next negotiations to increase and diversify participation in hiring committees. She spoke of the Taleo challenges in extracting the EEO data. Lyle said we are working on improving the Taleo functionality. Moises spoke regarding the awareness that we need diversity in hiring committees. We need to look at the makeups of these groups and not have the same people participate.

Alma said she often tells union leaders that they need to diversify the people they appoint to the committees. She said the problem is that other people are not volunteering. Daniel said it's a challenge to volunteer for something that is unknown, and they may worry that they may not feel welcome in the group. Bronwyn said people may want to avoid experiencing microaggressions and that prevents them from volunteering. Cynthia said some people may feel unsafe. She said she wants to have a discussion regarding white privilege.

Lyle asked if the group would be interested in more training for microaggressions and unconscious bias. We need to educate ourselves so we can have common definitions and understanding and better help the campus community.

5. Lyle went over the EEO data. Alma said it's expensive to live in this area. She said the majority of the executive/administrative/managerial positions are coming from out of state. Cynthia asked if these numbers reflect all applicants or those that met minimum qualifications. Alma said the numbers reflect those that met min quals. Moises said in the time he's been here, the numbers of managers have drastically increased. Most of the deans and directors are from the local area and reflect the community. He and Daniel both shared that they came to Hartnell because they were attracted to working for a large Hispanic community. Daniel said it's cool to be a single-school district because we can grow and cultivate our own talent. Michelle said she commends the efforts over the last decade. She said the qualitative data would be more meaningful. Cynthia would like to see more mentoring so we can grow the talent we already have on campus. Margie said the data mirrors Monterey County data. She said she is working with the county and they are doing a whole series of ads of LGBTQ to recruit for foster homes. She said there is a lot more work that could be done. She said we need to do more recruiting in other places and in the different communities that are around Hartnell.

Meeting closed at 3:36 pm.