



HARTNELL COLLEGE

EQUITY ASSURANCE COUNCIL

Minutes

September 20, 2024, 9:00 a.m., Building E, Room 112

MEMBERS	Constituent Group	Present	Absent
1. Kayla Valentine	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. Layheng Ting	Classified (CSEA)	X	
7. David Jones	Classified (L39)	X	
8. Gabriela Lopez	Administration		X
9. Corina Vasare	Faculty	X	
10. Favian Canchola	Student		X
11. Gladys Cabrera	Student	X	
12. Gayle Pitman	Administration	X	
13. Dulce Madrigal	Student	X	
14. Janet Flores (alternate)	Faculty	X	
15. Cheryl O'Donnell	Faculty	X	
16. Shastina Sanchez	Classified (CSEA)	X	
17. Ana Gonzalez (alternante)	Administration	X	
18.			
19.			

Guests: (if any)

1. Call Meeting to Order

Meeting called to order at 9:08 a.m.

2. Welcome and Introductions

The committee introduced themselves and their council positions.

The committee spoke on the role of the Equity Assurance Group is to review policies that fall under the committee's purview and make recommendations to the Hartnell College Council.

Jackie stated we are a council not a working group and looking at the big picture. Activity should be to look at the framework to see if the work is being done across the campus.

3. Consider Approval of Agenda

MSC: Janet Flores (first), Corina Vasare (second)

4. Consider Approval of May 3, 2024 minutes

MSC: Gayle Pitman (first), Cheryl O'Donnell (second), Jackie Cruz, abstain

5. Equity Framework: Update

Jackie Cruz (first), Kayla Valentine (second) Motion to amend agenda to convert item for action.

MSC: Jackie Cruz (first), Janet Flores (second) to approve framework as presented.

Gayle shared the equity statement: our vision and commitment language that isn't only about reducing disproportionate impact but promoting an anti-racism and anti sexism agenda. Last year a framework was presented to the council, it was shared with the tri-chairs and other committee members.

She shared the framework graphic and explained the six (6) factors, three (3) core factors: Culture, Practice, Policy & Structure. The other three (3) factors are: Context & History, Relationships & Power, Mental Models) there was a strong interest that students are front and center which are in the center. We wanted the framework to reflect our latinx community as well as the diverse communities at the college. A way to do this was to incorporate visuals to represent our populations in the image.

The council agreed on the model presented by Gayle.

Gayle spoke on sharing a list with the Tri-Chairs and proposed developing a work-group to align the elements to the framework. Once the framework is designed we can do a gap analysis to see what areas we are strong with and where we can close the gaps.

Additionally, it would also be good to align with the student equity plan as we will be submitting a new plan at the end of the academic year. On a larger scale, we can use the framework as a lens to determine funding allocations and build governance around it.

The funds managed by the Professional Development Committee (PDC) came up, it was recommended that the PDC have a more coordinated and strategize approach. It was proposed that the PDC and the EEO/Diversity Committee provide information so the EAC can have a better understanding of what's happening and provide assistance.

The council agreed that the PDC should be the one to be the clearinghouse of the professional development committee for approval and management.

It was requested that the student equity budget be brought back at the next meeting so the council knows where the money is spent and that it aligns with the goals.

Janet mentioned that the FAOC could administer the faculty innovation grant (FIGs).

6. Synthesizing Equity Efforts

Nina shared the work that the SEP has been working on. She also commented on the student

recommendation of having a festival.

Jackie spoke on developing a partnership between the students and the faculty/staff to support their efforts. Institutionalize it for it to live in Student Life and it be part of their charge. Gladys and Dulce asked for more information/details perhaps via the ASHC meeting to discuss with the ASCH group and provide input from all students. Monday, 3:30-5:00 p.m.

Raising Bias Awareness: Jackie shared the diversity/equity rubric and analyzed the responses to the questions. She said we should do that to our existing employees. But it's a self assessment of your bias and are you honoring your cultural awareness. We are doing well with the good hires but how do we help our current employees to self assess.

Jennifer shared the conversation that occurred at the EEO/Diversity Committee on things that need to continue to be developed such as, criteria for managerial positions but not for staff.

SSEC focused on four areas: cultural humility tool-kit (8-week course), courageous conversations (led by NCORE attendees), watching movie/podcast, diversity festival (UNITY festival).

7. Update: Creating Employee Resource Group

Gayle shared input of the EEO/Diversity Committee on establishing a baseline funding amount with the option of applying for additional funding if needed.

This item was discussed in cabinet and has been supported. It was stated that perhaps not setting a fixed dollar amount but a statement about funding in the case of fluctuation of funds. Jackie requested the EEO/Diversity Committee come back and share their budget and where the money is being spent.

The council agreed that the EEO/Diversity Committee would oversee the resources groups.

Gayle and Kayla will meet to discuss budget planning and developing a structure.

8. Framework for Calendaring Events

Julie shared she spoke to Richard and that it was a work in progress but it may be IT handling it. Gayle suggested that it be re-agendized and invite Augustine to discuss as the students have been working on calendaring their events and combining our efforts. Perhaps we can use the VRC for these centralized events.

9. Closing Comments/Adjournment

HSI Servingness Institute (ESCALA) 3-day, September 26-28, 2024, San Jose, CA.

HCC did not get in as it was full. Melissa Salazar offered us to go and observe the work that we do and see if we want to join or see how we can replicate the work they are doing. Gayle invited the council that would like to attend to let her know.

The meeting adjourned at 10:58 a.m.

NEXT MEETING(S)

October 18, 2024