



HUMAN RESOURCES COMMITTEE
MINUTES

April 2, 2025, 3:30 PM – 5:00 PM

Via Zoom: <https://rscdd-edu.zoom.us/j/81930810697>

Members:

Chair, Kristin Olson, Vice Chancellor,
Human Resources, District
Co-Chair, Omelina Garcia, Classified
Representative, Santa Ana College

Santa Ana College

Dr. Annebelle Nery, President
Dr. Jeffrey Lamb, Vice President,
Academic Affairs (delegate in absence
of President and regular guest)
Dr. Merari Weber, Academic Senate
Representative
John Zarske, Academic Senate
Representative
Omelina Garcia, Classified
Representative

Santiago Canyon College

Dr. Jeannie Kim, President
Dr. Jason Parks, Vice President,
Academic Affairs (delegate in absence
of President and regular guest)
Denise Salcido, Academic Senate
Representative
Charlie Malone, Academic Senate
Representative
Zina Edwards, Classified Representative
Madeline Grant, President, FARSCCD

District Office

Kristin Olson, Vice Chancellor, Human
Resources
Alistair Winter, Assistant Vice
Chancellor, Operations
George Williams, Assistant Vice
Chancellor, Human Resources,
Investigations, & Equity
Maria E. Garcia, Human Resources
Specialist, Classified Representative
Jasmin Hudson, Diversity, Equity, and
Inclusion Coordinator
Emelyne Camacho, Diversity, Equity,
and Inclusion Coordinator

Student Representatives

Alejandro Avila
Adriana Garcia Ludena

Members Present: Emelyne Camacho, Zina Edwards, Maria Garcia, Omelina Garcia, Madeline Grant, Jasmin Hudson, Dr. Annebelle Nery, Dr. Jason Parks, Charlie Malone, Kristin Olson, Denise Salcido, Dr. Merari Weber, George Williams, and John Zarske

Members Absent: Alejandro Avila, Dr. Jeannie Kim, Dr. Jeffrey Lamb, Adriana Garcia Ludena, and Alistair Winter

Guest: Sonia Leticia Velez

The meeting was called to order at 3:32 p.m.

1. Welcome and Introductions of New Members and Guests (Omelina Garcia)

The committee introduced themselves to new members.

2. Approval of the Minutes from March 12, 2025 (Omelina Garcia)

It was moved by Madeline Grant and seconded by Jason Parks to approve the March 12, 2025 minutes. The minutes were approved.

3. Action Item – Review and Approve Revised BPs & ARs (Kristin Olson)

- a. AR 3435 Discrimination and Harassment Complaints and Investigations

AR 3435 was brought back to the committee as there were two versions of this document when it was updated. The two versions had minor differences and so the correct version was updated and brought back to the committee. George Williams presented on the differences in the updated AR 3435. Madeline Grant will gather questions from the FARSCCD Board regarding AR 3435 and bring back to the next meeting. This item will go to the colleges but not be moved to Cabinet and District Council for final approval until all questions are collected and addressed.

4. EEO Component 13 – In-Depth Conversation (ODEI: Sonia Leticia Velez)

Sonia Leticia Velez provided the committee with a Zoom activity related to the EEO Report, Component 13. The committee were broken up into groups to discuss pre-hiring, hiring, and post-hiring strategies. The following are the share outs:

- More EEO Trainings in Spring for fall hiring.
- Provide opportunities to support individuals with disabilities.
- Focus on equity based hiring. Value in pipeline for Rancho Academy to diversify part-time faculty ranks.
- Broader reach in advertising, diverse publications, and tapping in industry specific portals for expertise.
- Training on the process for EEO training. Already in pipeline.
- How HR is tracking different processes and how we can get diversity and the best applicant.
- Climate survey for a fruitful and useful process.
- Survey fatigue, need robust surveys. Climate and exit surveys, exit should be under one platform.
- Annual communication to update demographics

Sonia, Jazz and Emelyne will incorporate the share out information and streamline practices.

5. Informational Item – Agenda for the 2024-2025 Year (Kristin Olson)

The committee reviewed the agenda items for 2024-2025.

- a. **May 7:** Review EEO Plan Module 13 (Discuss & Advise)
b. **May 21:** Committee Progress - Year in Review, DEIA Year in Review, Advise in DEIA Initiatives for 2025-2026, Set Committee Goals for Next Year, Set Meeting Dates

6. Adjournment (Omelina Garcia)

The meeting adjourned at 4:48 p.m.