



HUMAN RESOURCES COMMITTEE
MINUTES

May 21, 2025, 3:30 PM – 5:00 PM

Via Zoom: <https://rscsd-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, Maria Garcia, Omelina Garcia, Madeline Grant, Jasmin Hudson, Dr. Jeannie Kim, Dr. Annebelle Nery, Dr. Jason Parks, Charlie Malone, Kristin Olson, Dr. Merari Weber, George Williams, John Zarske, and Alistair Winter

Members Absent: Alejandro Avila, Zina Edwards, Dr. Jeffrey Lamb, Adriana Garcia Ludena, Denise Salcedo

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) This item was deferred to the next meeting as there were no new members.

2. Approval of the Minutes from May 7, 2025 (Omelina Garcia)

It was moved by Kristin Olson and seconded by Alistair Winter to approve the May 7, 2025 minutes. The minutes were approved.

3. Report on District Council Meeting (Omelina Garcia)

This item was discussed at the last meeting and therefore was deferred to the next meeting.

4. EEO Performance Report (Kristin Olson)

The California Chancellor's Office has updated the submission deadline for the EEO Performance Report to September 1, 2025. Currently, there are no templates available on the web to finalize the report. Therefore, this item will be deferred to the first fall meeting to meet deadlines. The committee will meet on August 20, 2025, to review the annual certification report.

5. DEIA Activities Report - DEIA Year in Review (Kristin Olson)

Sonia Leticia Velez, Director of Human Resources and the ODEI Program Directors, Emelyne Camacho, Jazz Hudson, and Reni Araque reviewed a PowerPoint presentation titled, Advancing Equity and Belonging at RSCCD. The presentation provided information on the current project status within ODEI, and the DEIA Activities Report and DEIA Initiatives for 2025-2026. The presentation covered five core focus areas which included Districtwide DEIA Events, Equity-Centered Training & Professional Development, Employee Engagement & Climate, Mentorship & Advancement Programs and Institutional Initiatives & Reporting that shape the work of ODEI. The first core area, DEIA events, included the cultural celebrations, heritage month programming and awareness events that honor the rich identity of our community. The second core area, Equity-centered Training & Professional Development, discussed the ODEI Team working to move beyond compliance and build real capacity for inclusion across all our employee groups. The third core area, Employee Engagement & Climate, addressed the ODEI Team's plan for recognition programs to celebrate RSCCD employees, and for an updated climate assessment for the District. The fourth core area addressed Mentorship & Advancement Programs. These initiatives and future initiatives provide direct support to our employees looking to grow, navigate challenges, and pursue leadership. Finally, the fifth core area, Institutional Initiatives & Reporting covered the EEO Reports, data tracking, and statewide grant reporting that holds us accountable to our equity commitments.

6. DEIA Initiatives for 2025-2026 (Kristin Olson)

DEIA Initiatives for 2025-2026 was covered in Item #5 of the DEIA Activities Report – DEIA Year in Review.

7. Affirm Committee Goals for 2025-2026 (Kristin Olson)

The committee reviewed the goals for 2025-2026 for the EEO Plan Module, EEO Performance Report, and DEIA Activities Report.

- a. September – EEO Plan Module 1 & 2 & 3; 2 BPs/AR
- b. October – EEO Plan Module 4 & 5 & 6; ; 2 BPs/AR
- c. November – EEO Plan Module 7 & 8; 2 BPs/AR
- d. December – EEO Plan Module 9 & 10; 2 BPs/AR
- e. February – EEO Plan Module 11 & 12; 2 BPs/AR
- f. March – EEO Plan Module 13; 2 BPs/AR
- g. April – EEO Performance Report; 2 BPs/AR
- h. May -- DEIA Activities Report - DEIA Year in Review; DEIA Initiatives for 2026-2027

8. Set Meeting Dates for 2025-2026. Proposed dates are listed below (Kristin Olson)

The committee approved the 2025-2026 meeting dates below including the August 20, 2025 date to review the EEO Performance Report and the removal of the January and June meeting dates.

- a. August 20, 2025
- b. September 10, 2025
- c. October 8, 2025
- d. November 12, 2025
- e. December 3, 2025
- f. February 11, 2025
- g. March 11, 2025
- h. April 1, 2025
- i. May 6, 2025

9. Adjournment (Kristin Olson)

The meeting adjourned at 4:20 p.m.