HUMAN RESOURCES COMMITTEE
Via Zoom – District Office
3:30 – 5:00 p.m.
Meeting Minutes for November 10, 2021

Members Present: Roy Shahbazian, Dr. Jeffrey Lamb, Alistair Winter, Denise Salcido, Maria Garcia, Jonae Varela, Martin Stringer, René Beiza, Nancy Tanner, Cheng Yu Hou , Jennifer De La Rosa, Kimberly Johnson, Dr. Rabii-Rakin, Martin Stringer, and John Zarske

Members Absent: Zina Edwards, Dr. Marilyn Martinez-Flores, Morrie Barembaum and Cheng Yu Hou

1. Welcome
   a. Meeting was called to order at 3:42 p.m.

2. Approval of Minutes – October 13, 2021 Meeting
   It was moved by Mr. Winter, seconded by Ms. Tanner to approve minutes.

3. Equal Employment Opportunity (EEO)
   Dr. Rabii-Rakin reported that ninety-seven (97) employees have participated in the EEO Fundamental Training and thirty-seven (37) employees have participated in the EEO Monitor Training since October 1, 2021. Survey data was shared, it was suggested case studies should reference Title 5 and be alignment with Education Code.

   Both trainings will be offered on December 9, 2021 and in February during Flex Week.

4. Diversity, Equity, and Inclusion (DEI) Program
   Dr. Rabii-Rakin reported the ODEI office has four major projects: 1) Rancho Academy for those interested in becoming faculty. It was launched last October with 110 graduates, 40% have been hired as adjuncts and four full-time tenure jobs, 2) DEI Trainings, 3) Management Training, and 4) Speaker Series. DIG Committee (Diversity Inclusion Group)

5. Diversity, Equity, and Inclusion (DEI) Goals
   Will come from the Diversity Inclusion Group (DIG) Committee.
   - Establish the DIG Committee -
   - Organizational Strategic Priorities – EEO Plan
   - Implement new EEO language
   - Long-term Goals

6. RSCCD Employment Reference Check Forms
   Survey questions confirm will work with Research to create survey.

7. Professional Development Activities
   Suggestion for sites to work together and have it more centralized.

8. Other
   None.

Next HRC Meeting:
       Wednesday, December 8, 2021
       Via Zoom, 3:30 – 5:00 p.m.