



**HUMAN RESOURCES COMMITTEE**  
**Via Zoom – District Office**  
**3:30 – 5:00 p.m.**  
**Meeting Minutes for April 14, 2021**

Members Present: Dr. Jeffrey Lamb, Nancy Tanner, Zina Edwards, Alistair Winter, Denise Salcido, Jarek Janio, James “Jim” Isbell, Jonae Varela, Martin Stringer, Scott Howell, René Beiza, John Zarske, and Jean Estevez

Members Absent: Maria Garcia

1. Welcome
  - a. Meeting was called to order at 3:33 p.m.
2. Approval of Minutes – March 10, 2021 Meeting

It was moved by Dr. Lamb, seconded by Mr. Stringer to approve minutes.
3. RSCCD Equal Employment Opportunity (EEO) Plan

Ms. Estevez presented the draft of the RSCCD EEO Plan which she partnered with Dr. Rabii to modify the plan to the level of other community colleges by adding similar language, providing charts related to EEO and equitable hiring, other ways to further equal employment opportunity and the Graduate Assumption Program for Education.
4. Board Policy 7120 – Infusing Equity in Our Hiring Processes

Dr. Lamb disclosed that Board Policy 7120 will be going for review at the Board Policy Committee and asked if HRC would be the start point to review the policy to ensure the District’s commitment to diversity. Ms. Estevez replied that council is reviewing and comparing board policies and administrative regulations against local community colleges. It was suggested the committee could review the board policy language from Mt. San Antonio College and Los Angeles City College and come back with any suggestions.
5. Other

Dr. Lamb questioned the role between the District and college professional development committees and HRC. Discussion ensued. It was suggested that future trainings be better coordinated between the campuses, continuing education and Human Resources. Ms. Estevez will reach out to the respective professional development committees.

In addition, Dr. Lamb discussed about Form I and Form II forms (minimum qualifications through equivalency) and asked for an opportunity to update these forms. Discussion ensued. Mr. Zarske suggested he will inform the Academic Senate Presidents to begin the review process, possibility create a committee and later meet with Human Resources.

Next HRC Meeting:

Wednesday, May 12, 2021  
Via Zoom, 3:30 – 5:00 p.m.

Meeting Adjourned at 4:32 p.m.

Minutes Approved: 05/12/2021