



Human Resources Committee
AGENDA
12/03/25 - 3:30 PM – 5:00 PM
District Office: In-person Meeting

Members:

Chair, Kristin Olson, Vice Chancellor,
Human Resources, District
Co-Chair, Zina Edwards

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

Jessica Avalos, 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

Tiffany Gause, FARSCCD
Representative

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, Classified
Representative

Jasmin Hudson, Diversity, Equity,
and Inclusion Coordinator

Emelyne Camacho, Diversity, Equity,
and Inclusion Coordinator

Student Representative

Viviana Pedraza (SAC)

1. **Welcome and Introductions of Members and Guests (Kristin Olson)**
2. **Approval of the Minutes from November 12, 2025 (Zina Edwards)**
3. **Report on District Council Meeting (Kristin Olson)**
4. **EEO Plan Review: Module 5, 8, & 9 (Kristin Olson)**
 - a. The EEO Plan Review will be presented by Bryson Thrift, Principal HR Analyst and the EEO/ODEI Team
5. **Climate Survey Report (Kristin Olson)**
 - a. Climate Survey 2025 - Current Status Report & Review of Next Steps presented by Sonia Leticia Velez, HR Director
 - b. Past Survey - Review of Information & Results presented by Sonia Leticia Velez, HR Director
6. **Recruitment: Job Announcement & Timeline Review, Process Report, & Applicant Identity Discussion (Kristin Olson)**
 - a. The information will be presented by Rene Beiza, Principal HR Analyst
7. **Committee Agenda Reminder for 2025-2026 (Kristin Olson)**

February – EEO Plan Module 10, 11 & 12; 2 BPs/AR
March – EEO Plan Module 13; 2 BPs/AR
April – ODEI Activities Report - ODEI Year in Review; DEIA Initiatives for 26-27; 2 BPs/AR
May – Set Meeting Schedule & Goals for 2025-2026
8. **Meeting Dates Reminder for 2025-2026 (Zina Edwards)**

February 11, 2026
March 11, 2026
April 1, 2026
May 6, 2026
9. **Adjournment (Zina Edwards)**