



HUMAN RESOURCES COMMITTEE

MINUTES

September 10, 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, Vacant

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
Vacant, 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, Vice 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 Representative

Viviana Pedraza

Members Present: Jennie Beltran for Dr. Merari Weber, Emelyne Camacho, Zina Edwards, Maria Garcia, Jasmin Hudson, Charlie Malone, Dr. Annebelle Nery, Dr. Jason Parks, Viviana Pedraza, Kristin Olson, Denise Salcedo, George Williams, John Zarske, George Williams and Alistair Winter

Members Absent: Tiffany Gause, Dr. Jeannie Kim, Dr. Jeffrey Lamb, Jimmy Nguyen

Guest: Rene Beiza, Bryson Thrift, Sonia Leticia Velez

The meeting was called to order at 3:33 p.m.

1. Welcome and Introductions of New Members and Guests (Kristin Olson)

Vice Chancellor Olson welcomed the attendees to the meeting. The attendees introduced themselves to the committee and guests.

2. Approval of the Minutes from August 20, 2025 (Kristin Olson)

It was moved by Alistair Winter and seconded by Dr. Jason Parks to approve the August 20, 2025 minutes. The motion passed with abstentions from Zina Edwards and Maria Garcia.

3. Report on District Council Meeting (Kristin Olson)

The District Council Meeting was held on August 25, 2025. During this meeting, the June 2, 2025, and July 21, 2025 minutes were approved. Also, the updated 2025-2026 Adopted Budget that was recommended by the Fiscal Resources Committee was approved at this meeting. In addition, Reorg #1469, for the District Office/District Safety and Security, Reorg #1470 DO/Ed Services/ITS, and Reorg #1471 DO/Human Resources was approved. The Planning and Organizational Effectiveness, Human Resources, Fiscal Resources, and Technology Advisory Group Committees reported out. The Physical Resources Committee did not have a meeting but had sent out an email update of the status of projects. The constituent representative groups including the Academic Senate at SAC and SCC, CSEA and Student Government at SAC and SCC reported out.

Vice Chancellor Olson asked the committee if they would be interested in an in-person meeting each semester. A 3:45 p.m. start time would be allowed for traveling time. A poll for the in-person meeting will be sent out.

4. EEO Committee Training

Bryson Thrift, Principal Human Resource Analyst, Jazz Hudson, and Emelyne Camacho, ODEI Coordinators, provided EEO Training for the HRC Committee using a PowerPoint presentation entitled, RSCCD EEO Equal Employment Opportunity Training. Mr. Thrift stated that these trainings are important because they set the foundation for how we create a fair, welcoming, and inclusive environment across the District and EEO ensures that all individuals regardless of their background have equal access to employment opportunities. It is not only a legal requirement but creates a culture where employees and students feel respected, valued, and supported and when we invest in EEO, we are investing in a stronger and more inclusive community at RSCCD. Training was focused on RSCCD demographics and employees, understanding EEO, policies, laws, protected classes, biases that impact hiring decisions, and practical strategies that employees can apply in their roles at RSCCD.

5. EEO BP & AR Review (Kristin Olson)

- a. **EEO BP** - <https://www.rscdd.edu/Trustees/Documents/Board%20Policies/BPs-Chapter%203/BP%203420%20Equal%20Employment%20Opportunity.pdf>
- b. **EEO AR** - <https://www.rscdd.edu/Trustees/Documents/ARs/ARs-Chapter%203/AR%203420%20Equal%20Employment%20Opportunity.pdf>

Kristin Olson provided a PowerPoint presentation entitled BP & AR EEO Training that reviewed BP 3420 and AR 3420. BP 3420 is currently under revision and is still being considered by the Board of Trustees. The goal is to have this policy revision approved by fall 2025. AR 3420 was approved by the participatory governance committees in March 2025.

EEO practices foster social and civic awareness and mutual understanding and respect. This BP and AR apply to all employment practices, recruitment, selection, promotion, transfer, salary, training and development, discipline and dismissal, and assure fairness in these practices. Additionally, AR 3420 describes the EEO Plan parameters which should be district wide, developed in collaboration with the EEO Advisory Committee, reviewed and adopted by the governing board, cover a period of three years and be submitted to the California Chancellor's Office 90 days prior to board adoption.

A link for current ARs and BPs can be found on the District website and George Williams sends out an email each semester reminding individuals of the complaint process.

6. Committee Agenda Reminder for 2025-2026 (Kristin Olson)

The committee agenda items for the remainder of the 2025-2026 academic year were reviewed.

- a. September – EEO Committee Training & EEO BP & AR Review
- b. October – EEO Plan Module 1 & 2 & 3 & 4; Review Committee Membership, Responsibilities, and Mission
- c. November – EEO Plan Module 5 & 6 & 7; Recruitment Process Report
- d. December – EEO Plan Module 8 & 9 & 10
- 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 -- ODEI Activities Report - ODEI Year in Review; DEIA Initiatives for 2026-2027; Set Meeting Schedule & Goals for 2025-2026

7. Meeting Dates Reminder for 2025-2026 (Kristin Olson)

The remainder of the meeting dates for the 2025-2026 academic year were reviewed. Members who cannot attend can send alternates.

- a. October 8, 2025
- b. November 12, 2025
- c. December 3, 2025
- d. February 11, 2026
- e. March 11, 2026
- f. April 1, 2026
- g. May 6, 2026

8. Adjournment (Zina Edwards)

The meeting adjourned at 5:15 p.m.