



## HUMAN RESOURCES COMMITTEE

### MINUTES

October 8, 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, 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, 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:** Maria Garcia, Tiffany Gause, Jasmin Hudson, Dr. Jeannie Kim, Viviana Pedraza, Kristin Olson, Dr. Jason Parks, Dr. Merari Weber, George Williams and John Zarske.

**Members Absent:** Emelyne Camacho, Zina Edwards, Dr. Jeffrey Lamb, Charlie Malone, Dr. Annebelle Nery, Denise Salcedo, Alistair Winter

**Guest:** Rene Beiza, Bryson Thrift, Sonia Leticia Velez

The meeting was called to order at 3:32 p.m.

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

Vice Chancellor Olson welcomed the attendees to the meeting and announced that Zina Edwards, Co-Chair to the committee, would be absent and that she would be covering her items. The attendees introduced themselves to the committee and guests.

#### **2. Approval of the Minutes from September 10, 2025 (Kristin Olson)**

It was moved by Dr. Jeannie Kim and seconded by George Williams to approve the August 20, 2025 minutes. The motion passed with an abstention from Dr. Jeannie Kim.

#### **3. Report on District Council Meeting (Kristin Olson)**

There was no District Council meeting report.

#### **4. EEO Plan Review: Module 1, 2, 3, & 4 (Kristin Olson)**

Bryson Thrift, Principal Human Resource Analyst, delivered a PowerPoint presentation entitled, EEO Plan 2026-2029, Review of Components 1-4. Bryson reviewed the new 2026-2029 EEO Plan, focusing on Components 1-4 updates and mentioned that other components will be presented at future meetings. He communicated that he has been in regular communication with the California Community Colleges Chancellor's Office to ensure that current standards are being met in the EEO Plan. Also, their team has followed the EEO Plan Guidance template that was provided by the Chancellor's Office as most of the structure and language is derived from that template. Their team also reviewed other colleges' EEO plans across the state to use as a benchmark. Plan Component 1: Introduction, sets the tone and framework for the EEO Plan. Some of the updates were the addition of the RSCCD Chancellor's picture to personalize the introductions, a placeholder for the plan adoption date, description of the District's student population demographics, and linked the importance of a representative workforce with the District's goals and purpose. Plan Component 2: Definitions were added such as the Fair Employment and Housing Act (FEHA), LGBTQIA+, Race/Ethnic Categories, Sex Harassment, Sexual Orientation, and Title VII of the Civil Rights Act of 1964. For Plan Component 3: Policy Statement, the update was a correction to Title 5 references to include Title 5, section 59300. Finally, there were no updates for Plan Component 4: Identification of District Officer with Delegated Responsibility and Authority to Implement and Enforce the EEO Plan.

**5. Review Committee Membership, Responsibilities & Mission (Kristin Olson)**

Kristin Olson reviewed the Board Policies and Administrative Regulations to ensure that there was alignment with the Responsibilities, Membership and Mission document. She will reach out to the Planning & Organizational Effectiveness Committee (POE) to report that the committee reviewed this document and there was a revision to the first bullet of the responsibilities section to read as the following:

- Review human resources policies and procedures, including BPs and ARs

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

The committee reviewed the agenda items for the remainder of the 2025-2026 academic year. A poll for the In-Person Meeting in December was sent out. Please respond to the poll.

- a. November – EEO Plan Module 5 & 6 & 7; Recruitment Process Report
- b. December – EEO Plan Module 8 & 9 & 10
- c. February – EEO Plan Module 11 & 12; 2 BPs/AR
- d. March – EEO Plan Module 13; 2 BPs/AR
- e. April – EEO Performance Report; 2 BPs/AR
- f. 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. November 12, 2025
- b. December 3, 2025 (In person – poll will go out with options for an adjusted meeting time)
- c. February 11, 2026
- d. March 11, 2026
- e. April 1, 2026
- f. May 6, 2026

**8. Adjournment (Zina Edwards)**

The meeting adjourned at 4:10 p.m.