



Human Resources Committee

MINUTES

5/06/2026 - 3:30 PM – 5:00 PM

Zoom: <https://rscdd-edu.zoom.us/j/88672310787>

Members:

**Chair, Kristin Olson, Vice Chancellor,
Human Resources, District
Co-Chair, Diana Casares**

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
Diana Casares, Classified
Representative
Tiffany Gause, FARSCCD
Representative**

District Office

**Kristin Olson, Vice Chancellor,
Human Resources
Alistair Winter, Assistant Vice
Chancellor, Human Resources,
Operations
George Williams, Assistant Vice
Chancellor, Human Resources,
Investigations, & Equity
Vacant, Classified Representative
Jasmin Hudson, Diversity, Equity,
and Inclusion Coordinator
Emelyne Camacho, Diversity, Equity,
and Inclusion Coordinator**

Student Representative

**Viviana Pedraza (SAC)
Isabel Schwager (SAC alternate
student representative)
Yao Yao (SCC)**

Members Present: Kristin Olson, Diana Casares, John Zarske, Tiffany Gause, George Williams, Emelyne Camacho, Charlie Malone, Dr. Jeannie Kim, Dr. Annebelle Nery, Dr. Merari Weber, Denise Salcido, Viviana Pedraza, Dr. Jeff Lamb

Members Absent: Yao Yao, Alistair Winter, Jason Parks, Jasmin Hudson

Guests: Sonia Leticia Velez, Rene Beiza, Jonathan Medina, Nikita Gupta

The meeting was called to order at 3:34pm

1. Welcome and Introductions of Members and Guests (Kristin Olson & Diana Casares)

Vice Chancellor Kristin Olson welcomed the attendees and guests to the last HRC meeting of 2025-2026 and provided an overview of items accomplished throughout the year.

2. Approval of the Minutes from April 1, 2026 (Diana Casares)

The minutes were approved as corrected. Moved by Dr. Jeannie Kim and seconded by Dr. Merari Weber with abstentions by Dr. Kim and Mr. Charlie Malone.

3. Report on District Council Meeting (Diana Casares)

Ms. Diana Casares reported out on the District Council meeting held on May 4, 2026, stating that Minutes from the March 30, 2026 meeting were approved with abstentions from Steve Bautista, Sarah Gonzalez, and Bridgette Hernandez. Reorg 1480 was reviewed, discussed, and approved unanimously. Reorg 3750.2 was presented and discussed. A recommendation was made to include citizenship status under restricted and confidential data. The item will be visited following further consultation. Fiscal Resources Committee recommended updates to the budget allocation model and was approved unanimously after discussion. Committee reports out: Planning and Organizational Effectiveness Committee, Human Resources Committee, Fiscal Resources Committee, Physical Resources Committee, Technology Advisory Group. Constituent reports from Academic Senates, SAC, SCC, CSEA, and student government from Santa Ana College. Next District Council meeting is scheduled for June 1, 2026.

4. Committee Agenda for 2026-2027 (Kristin Olson)

Vice Chancellor Olson reviewed the proposed 2026-2027 dates for HRC and tentatively added meeting goals for August, September, and October meetings.

- a. August 19, 2026 Meeting: Review the EEO plan that is due to the Chancellor's Office by November 1st (Review feedback & final document for Board submission), EEO Annual Report due to the Chancellor's Office October 1st, Set Agenda & Goals for 2026-2027, Review Full-time Faculty Job Announcement, and Climate Survey information.
- b. September 9, 2026 Meeting: Comprehensive Report on ODEI Activities, EEO Board Policy & Administrative Regulation Annual Review & Training, Climate Survey.

- c. October 7, 2026 Meeting: EEO Annual Training, Annual Review of HRC Membership & Activities, and Climate Survey
- d. November 18, 2026
- e. December 2, 2026
- f. February 10, 2027
- g. March 10, 2027
- h. April 14, 2027
- i. May 12, 2027

5. ODEI Activities Report for 2025-2026 (Kristin Olson)

Ms. Sonia Velez presented an overview of the year's programming, which featured various cultural events.

6. DEIA Initiatives for 2026-2027 (Kristin Olson)

Ms. Velez presented an overview of the upcoming year's programming, which models the prior year's schedule by including a speaker series, both in-person and online events, as well as introducing the first cohort of the Supervisor's Academy training.

7. Review Full-time Faculty Hiring Timeline (Kristin Olson)

Mr. Rene Beiza presented on the timeline for faculty hiring. Feedback was provided to improve clarity of the timeline. Mr. Beiza will present the final draft to the committee based on the feedback provided.

8. Board Policy & Administrative Regulation Review & Approval (Kristin Olson)

This item has been tabled for a future meeting. A poll will be distributed to determine availability for a session prior to May 22nd.

9. Climate Survey – Review Results (Kristin Olson)

Ms. Nikita Gupta presented the climate survey results. Ms. Gupta reviewed the assessment implementation, including data collection dates, participant groups, accessibility, and privacy measures. Ms. Gupta shared the scores of the six domain groups and the results by campus location. Ms. Gupta also reviewed the summary of findings. Vice Chancellor Olson indicated the climate survey results will be discussed further in future HRC meetings to continue to organize efforts.

10. Adjournment (Diana Casares)

The meeting was adjourned at 5:05pm.