VISION STATEMENT

Hartnell College will be nationally recognized for the success of our students by developing leaders who will contribute to the social, cultural, and economic vitality of our region and the global community.

MISSION STATEMENT

Focusing on the needs of the Salinas Valley, Hartnell College provides educational opportunities for students to reach academic goals in an environment committed to student learning, achievement, and success.

VALUES STATEMENTS

- **Students First**
  We believe the first question that should be asked when making decisions is “What impact will the decision have on student access, learning, development, achievement, and success?”

- **Academic and Service Excellence**
  We commit to excellence in teaching and student services that develop the intellectual, personal, and social competence of every student.

- **Diversity and Equity**
  We embrace and celebrate differences and uniqueness among all students and employees. We welcome students and employees of all backgrounds.

- **Ethics and Integrity**
  We commit to respect, civility, honesty, responsibility, and transparency in all actions and communications.

- **Partnerships**
  We develop relationships within the college and community, locally and globally, that allow us to grow our knowledge, expand our reach, and strengthen our impact on those we serve.

- **Innovation**
  Through collaboration, we seek and create new tools, techniques, programs, and processes that contribute to continuous quality improvement.

- **Stewardship of Resources**
  We commit to effective utilization of human, physical, financial, and technological resources.

- **Leadership and Empowerment**
  We commit to growing leaders through opportunity, engagement, and achievement.
STRATEGIC PRIORITIES

Strategic Priority 1 - Student Success
Strategic Priority 2 - Student Access
Strategic Priority 3 - Employee Diversity and Development
Strategic Priority 4 - Effective Utilization of Resources
Strategic Priority 5 - Innovation and Relevance for Educational Programs and Services
Strategic Priority 6 - Partnerships with Industry, Business, Agencies, and Education

MEMBERSHIP (and terms of service):

◊ Associate Vice President of Human Resources (co-chair, permanent)
◊ 2 faculty (2-year terms)
◊ 2 classified staff (one CSEA, one L-39; 2-year terms)
◊ 1 manager, supervisor, or confidential (2-year term)
◊ MAY HAVE:
  o 2 students (1-year terms)
  o 2 community members (2-year terms, appointed by superintendent/president)
  o Additional members up to maximum of 15.

Membership elects a co-chair of committee.

FREQUENCY OF MEETINGS
At least quarterly throughout the year

PURPOSE
To assist the District in implementing its EEO Plan and to assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.

RECEIVES INFORMATION FROM
Employees, students, community members, other councils.

MAKES RECOMMENDATIONS TO
☐ The CHRO; the superintendent/president; Administrative Services Council; College Planning Council; Professional Development Committee

COMMITTEE RESPONSIBILITIES

1. To become knowledgeable about EEO requirements and to promote understanding and support of equal employment opportunity policies and procedures.
2. To assist in the implementation of the District’s EEO Plan in conformance with state and federal regulations and guidelines, to monitor EEO progress, and provide suggestions for Plan revisions as appropriate.

3. To sponsor events, trainings, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.

4. To assist the district in achieving its strategic initiatives related to diversity.

5. EVALUATION OF COMMITTEE EFFECTIVENESS
   ◊ Conduct annual evaluation of the effectiveness of the Committee (spring semester).