HARTNELLCOLLEGE

EQUITY ASSURANCE COUNCIL
October 16, 2026, 9am
E-112 and Zoom Access
Minutes

MEMBERS	Constituent Group	Present	Absent
1. Rosslyn Knight, Co-Lead	Administration	X	
2. Jason Garrett	Administration		X
3. Gabriela Lopez	Administration	X	
4. Layheng Ting	Administration	X	
5. Mario Flores	Administration	X	
6. Kayla Valentine	Administration		X
7. David Jones, Co-Lead	Classified (L-39)		X
8. Maria De Leon	Classified (CSEA)		X
9. Alysha Ham	Classified (CSEA))		X
10. Janet Flores	H.C.F.A.		X
11. Peggy Munoz-Meador, Co-Lead	H.C.F.A.	X	
12. Natalie Cavallero	H.C.F.A.	X	
13. Seaneen Sullinger	H.C.F.A.		X
14. Victoria Uribe	A.S.H.C.		X
15. Kiana Randolph	A.S.H.C.		X
16. Andrea Ramirez	A.S.H.C.		X

Guests: Marianne Fontes, César Torrico

1. **Call Meeting to Order**
   Meeting called to order at 9:14am.

2. **Consider Approval of Agenda**
   Tabled due to lack of quorum.

3. **Consider Approval of Meeting Minutes**
   Tabled due to lack of quorum.

4. **SOP Art on Campus Update**
   One of the EAC's brainstormed AY 2026-27 goals last meeting was to put forth a proposed policy for art on campus. Dean Fontes provided an update on the standard operating procedure (SOP) draft created by her and Professor Marshall Sharpe (posted on the council's webpage). The draft was reviewed and supported by Facilities Director, Jon Garner. An advisory committee needs to be formed and membership would consist of: dean of arts &

languages, art faculty, and the facilities director. The plan is to have the advisory committee meet once a semester to review applications; there will be a rubric created for the committee to use. Dean Fontes mentioned that placing approved art on campus would depend on facilities' work load.

Dean Lopez stated the importance of student representation on a case by case basis. This would be a good opportunity to have an art student as part of the advisory committee.

Next steps: Once the Campus Art Review Committee is established, the goal is early next semester to announce to the campus community about the opportunity to request to display art on campus. Dean Fontes will return next semester to provide an update to the council.

5. **Employee Resource Groups Update**

VPHR Torrico shared he is working to establish Employee Resource Groups (ERGs). He will send out an email by next Monday to let people know that they can apply for to start an ERG. He shared that the Equal Employment Opportunity Committee (EEOC) will review applications and approve funds. VPHR Torrico also noted that the EEOC handbook will be updated.

Process to establish an ERG: 1) participate in a training on ERGs (required), 2) submit application, and 3) review and approval, if applicable, by EEOC. Anticipated turnaround time would be monthly when the EEOC meets. VP Knight suggested that one item on the application should be the alignment to the goals of the college.

Next steps:

a. VP Torrico will share with VP Knight the best practices used by other colleges.
b. EAC will review the process for EEOC to use.

6. **Goals for 2026–2027**

a. **Policy Review:** EAC would support the policy review process by providing an equity lens. There's concern that EAC is not in the loop when policies are being revised.

ACTION

VP Knight will check with the President's Office to see if EAC can be included in the process for policy reviews – or at least be able to provide input before the policy goes to HCC.

b. **Professional Development and Training (Bias):** There's an opportunity for us to unite all efforts around campus so we don't duplicate trainings, etc. Professor Munoz-Meador shared that the female students have shown interest in being a part of trainings and speakers hosted by the SSEC. VP Knight stated that there will be opportunities for our students to connect with industry partners when we start up the advisory committees again.

c. **Data Literacy and Democratization:** Continue to host data summits and trainings to build data literacy and make data more accessible to other councils and specific groups (e.g., Umoja). EAC can look at the equity plan and identify the groups who have gaps in their completion rates, etc. The EAC will receive an update on the new Vision Aligned Reporting (VAR) requirements in Fall 2026. Dean Lopez, Matthew Curry, and Nicholas Vasquez are leading the implementation of this reporting requirement, and they will present at the November or December meeting.

d. **Employee and Student Development:** Partnering with other equity committees and resource groups to provide mentorship.

Next steps: Determine how we want to move forward with the work for this year.
We will bring these goals as an action item next month.

7. Closing Comments/Adjournment

a. Director Flores shared that the informal immigration policy advisory board met to review the policies currently in place. Current protocols, outreach (marketing & communication), and how we can support our undocumented students. They plan to form a formal advisory group again.
b. Four events next week for Undocumented Students Week. The marketing and communication department will be sending out information soon. Director Flores will share the flyer, which will be posted on the Council's webpage.

The meeting adjourned at 10:34am.

NEXT MEETING(S)
November 20, 2026, 9:00 am
December 18, 2026, 9:00 am