



EQUITY ASSURANCE COUNCIL

November 15, 2024, 9:00 a.m., Building E, Room 112

MEMBERS	Constituent Group	Present	Absent
1. Kayla Valentine	Administration	X	
2. Senorina "Nina" Vazquez	Faculty	X	
3. Julia Silveira	Classified (CSEA)	x	
4. Jackie Cruz	Administration		x
5. Jackie Flores	Confidential	x	
6. Layheng Ting	Administrator	x	
7. David Jones	Classified (L39)	x	
8. Gabriela Lopez	Administration	x	
9. Corina Vasaure	Faculty		x
10. Favian Canchola	Student		x
11. Gladys Cabrera	Student		x
12. Gayle Pitman	Administration	x	
13. Dulce Madrigal	Student		x
14. Janet Flores (alternate)	Faculty	X	
15. Cheryl O'Donnell	Faculty	x	
16. Shastina Sanchez	Classified (CSEA)	x	
17. Ana Gonzalez (alternate)	Administration	x	
18.			

Guests: (if any)

1. Call Meeting to Order

Meeting called to order at 9:00 a.m.

2. Welcome and Introductions

The committee introduced themselves and their council positions.

3. Consider Approval of Agenda

Agenda approved

4. Consider Approval of October 13, 2024 minutes

October 18, 2024 minutes - approved

5. Post Election Discussion:

Dr. Pitman began the discussion on the impact of the US presidential election on students, particularly their emotional well-being. The group discussed how to provide support for both students and staff and emphasized the importance of safe spaces like Mi Casa and the Pride Lounge for students to connect and express their feelings.

Dr. Lopez suggested supporting both students and employees' mental health, creating safe spaces, and addressing the fear many students have in speaking up. Faculty are actively creating spaces in classrooms for these conversations. The group brainstormed short- and long-term strategies, including emergency planning for families in difficulty and ensuring college-wide communication to maintain a supportive environment.

Dr. Pitman noted changes in classroom attendance and suggested sending a message to help students feel safe. She plans to reach out to Dr. Subramaniam for further suggestions. Nina recommended using multiple communication channels, such as radio and flyers, to reach more people. Dr. Pitman mentioned the college's contract with iHeartRadio and the importance of including Spanish-speaking radio stations.

Other ideas included hosting workshops like "Know Your Rights" and "Safe Zone," with Dr. Lopez working on spreading the word. The group discussed strengthening college resolutions to reaffirm student safety as a priority and ensuring job advertisements reflect Hartnell's commitment to being a safe space for all, including DACA students and employees.

The group also discussed supporting undocumented students and employees, particularly around employment. Suggestions included improving the employment process, offering volunteer opportunities for students, and exploring entrepreneurship options for undocumented students. Additionally, faculty is exploring non-credit certificates and entrepreneurship classes for undocumented students. The conversation will continue, and further follow-up will be provided.

6. Employee Resource Group:

Kayla provided an update on the establishment of Employee Resource Groups, sharing that Jennifer Taylor reached out to Dr. Valencia, who gave insight into how these groups should be created and supported. Key points discussed included establishing goals, defining the group's actions, and understanding the logistics and budgeting. Dr. Valencia's role was highlighted as essential for offering training on these groups, but her contract with Hartnell is still pending due to a conflict of interest. The team is awaiting feedback from Dr. Valencia and is brainstorming ideas to support the creation of these groups.

Ana inquired about administrative support for the groups, and Kayla suggested that the person in charge should be familiar with business office procedures, able to handle responsibilities like processing payments.

Julia proposed creating guidelines for the groups, which could be posted on the website for clarity and accessibility.

7. Bias Response

Nina discussed the need for a bias response avenue, as there have been incidents of racial mockery and lack of action in response. She shared a letter drafted by the Student Success and Equity committee requesting the establishment of policies, a reporting system, accountability, and education on these issues. Gayle highlighted that Gabby has been proactive in researching other colleges' bias response structures and suggested adding this information to the EAC site for wider access. Gabby noted that while many institutions have similar systems, they often face counterarguments, particularly concerning the role of administrators in bias reporting. Kayla emphasized the importance of a process where employees can feel safe reporting harassment, especially given the current climate and potential trauma individuals may have experienced.

Nina also brought up the fact that there has been lack of action and talked about Héctor

Tobar's book "Our Migrant Souls: A Meditation on Race and the Meanings and Myths of Latino."

The discussion also touched on the challenge of addressing incidents when they occur, with Cheryl suggesting revisiting policies and procedures related to discrimination and harassment.

Kayla mentioned the existence of a Behavioral Intervention Team (BIT), though not all complaints fall under its scope. Janet and Nina both emphasized the need for a cultural shift at Hartnell to address these issues more effectively, with Nina stressing the disproportionate impact on people of color and the importance of having a reporting system in place. Gayle noted that fear of repercussions can prevent reporting, and Cheryl suggested using the Student Success Conference to address these concerns, especially in light of potential reactions to the presidential inauguration.

Discussion Item: Dr. Pitman

Gabby and Gayle, along with maybe others, will work on a proposal for a bias response system, acknowledging its potential to greatly assist the community.

David emphasized the importance of being cautious with our reactions and statements, as they can impact students and how they perceive the situation. He stressed the need to foster an environment of safety and support, where the goal is to help, not harm. Gabby reflected on how, while incidents of bias affect everyone, they are often handled privately, but the response to student-related incidents requires careful consideration.

Gayle discussed the role of the Bias Response Team, noting that sometimes the appropriate response involves education and professional development rather than direct intervention. She pointed out the importance of understanding when and how to address such incidents effectively to provide proper support, ensuring that responses are thoughtful and constructive.

Equity Hour

Nina shared a quote from Hector Tobar's book, how do we spread the positivity, right?

"Now, the lie follows us around everywhere. It's why the barista and my local Starbucks thought they could write Beaner on a customer's cup and get away with it. It's why our brightest students are discouraged by their high school counselors from applying to the best universities. Now, the lie of the stereotyped image of the passive helpless Latino, or person of color, lives inside the trick mirror in our bedrooms and bathrooms. We look at our reflected image, and in our darker moments we see this weak and inconsequential person. We see a victim."

She shared the establishment of equity hour as a place where people can feel comfortable, she shared the monthly topics that have been/will be covered.

Nina and Carmen- decolonizing HSIs (December)

Gabby and Jennifer-historically black emerging HSIs. (February)

Nina and Roth- chemistry department /serving science, technology, engineering, mathematics and how we can serve our students of color (March)

Julia- Mauna Kea documentary (April)

Shastina shared her experience as a mixed-race individual, noting the hurtful comments she has faced and the difficulty in bringing them up. She also raised concerns about students with

disabilities, feeling that their needs are often overlooked, and called for increased awareness of these issues.

Gabby suggested that HR could help by distributing the "Equity Hour" flyers across the campus to promote professional development. Janet agreed to work with IT on promoting the initiative through the "One-Hartnell" platform and, together with Nina, will distribute the flyer to the campus community.

8. Next Meeting:

Tri-Chair meeting and next meeting February 21, 2025

9. Closing Comments/Adjournment

The meeting adjourned at 11:05 a.m.

NEXT MEETING(S)

February 21, 2025