



HARTNELL COLLEGE

EQUITY ASSURANCE COUNCIL

Minutes

September 19, 2025, 9:00 a.m.

E-112 and Zoom Access

Approved 10/17/25

MEMBERS	Constituent Group	Present	Absent
1. Gayle Pitman, Co-Lead	Administration		X
2. Bryce Craft	Administration		X
3. Jason Garrett	Administration		X
4. Gabriela Lopez	Administration	X	
5. Layheng Ting	Administration	X	
6. David Jones, Co-Lead	Classified (L-39)		X
7. Maria De Leon	Classified (CSEA)		X
8. Jackie Flores,	Classified (Confidential)		X
9. Shastina Sanchez	Classified (CSEA)	X	
10. Julia Silveira	Classified (CSEA)		X
11. Maria Carmen Marquez, Co-Lead	H.C.F.A.	X	
12. Janet Flores	H.C.F.A.		X
13. Peggy Munoz-Meador, Co-Lead	H.C.F.A.	X	
14. Corina Vasaure	H.C.F.A.	X	
15. Rosario Chavez	A.S.H.C.		X
16. Lizbet Merino Juarez	A.S.H.C.	X	
17. Abrianna Ruano	A.S.H.C.	X	

Guests: Dr. Jackie Cruz

1. Call Meeting to Order

Meeting called to order at 9:10am.

2. Welcome and Introductions

Everyone introduced themselves.

3. Consider Approval of Agenda

No action due to lack of quorum.

4. Consider Approval of May 16, 2025 minutes

No action due to lack of quorum.

5. Student Equity Plan (SEP) Update

Dr. Lopez shared that at a retreat last summer, members worked on their recommendations

for the SEP. The draft of the plan will be presented at Academic Senate, and then presented at this council and HCC.

6. President's Task Force draft final report (1st reading)

Dr. Cruz shared that the Strategic Plan for Operations, for Hartnell College and Hartnell College Foundation, was launched in 2020 and this is the last year of the plan. She handed out booklets of the 2020-2025 Strategic Plan for Operations to members and reviewed key points. Of note, the President's Task Force Funding Plan identified and ranked twenty-eight initiatives that would most likely attract community support during the 2020-2025 time frame with a goal to raise \$30.5 million by 2025 (see [Hartnell College Foundation Fundraising Priorities](#)).

For the new funding priorities, a survey was recently sent to the campus community (staff, faculty, administrators) for input. For students, a forum will be held to make the information more understandable for them. Ms. Munoz-Meador asked about funding due to the cutbacks from the Federal government. Dr. Cruz noted that for projects previously funded by HSI funds, those programs can submit proposals for their projects.

Dr. Cruz reviewed the president's task force report, which is posted on the council's webpage. She shared that one task for the group was to review curriculum; recommendation for an equity rubric to be adopted institution-wide. Another task was to review student engagement; recommendation was to have more cultural celebrations campus-wide. Each category was reviewed carefully, and we had consultants from outside of our campus community as well as members of our campus community.

Dr. Cruz stated that the overarching recommendations are primarily:

#1: We asked for a high-level executive (associate vice president) and an administrator (dean of equity) to oversee the equity efforts and keep the president apprised of our progress. This recommendation was completed with hiring Dr. Gayle Pitman as the Associate Vice President (now Vice President) of Institutional Equity, Effectiveness, and Success and Dr. Gaby Lopez as the Dean of Equity.

#2: Data disaggregation was necessary to identify equity gaps. With Dr. Ting now in the Director of Institutional Research position, data has become available for decision making. Work is still in progress in this area.

Dr. Lopez reviewed the remaining recommendations from the report. Dr. Cruz recommended that Dr. Pitman present the PPA to the members at a future meeting. Members are encouraged to review the report posted on the council's webpage.

Due to discussion about various basic needs of our students, it was recommended that Director Mario Flores present on the Basic Needs services available.

ACTION

- Dr. Cruz shared that the Task Force will be recognized at the next Oscar's Fiesta in October.
- Basic Needs will be invited to present their services to the council.

7. Overview of SSEC goals

Ms. Marquez and Ms. Munoz-Meador will be co-chairing at the SSEC meetings this academic year. The committee meets once a month, 3rd Friday, 11:15am-12:15pm, in Room A-105 (or via Zoom). They will bring speakers from different departments. Security Director Edwina Cervantes will be there to speak about safety at a meeting this fall. Today, Dr. Kelly Locke will speak about equity in the tenure review process. Suggestions for Spring 2026 speakers are encouraged by the co-chairs. ASHC can recommend students who are interested in participating in SSEC work. Equity Hour discussions will continue.

8. Goal-setting for 2025-2026

Members were encouraged to think about goals to discuss at next month's meeting.

9. Closing Comments/Adjournment

- Next Thursday, ASHC will continue celebration of Hispanic Heritage month – focus will be on El Salvador, Honduras, and Nicaragua. They will have food, photo booth, displays, etc. to educate everyone.
- Movimiento Estudiantil Chicano de Aztlán (MEChA) is a club based on advocacy. They will be holding an event next Friday, 9/26/25, from 3:00-8:00pm: A Remembrance March – 2.7 miles from East Alisal Street to West Alisal Street. They have many volunteers scheduled and many local unions will participate in the march.
- Ethnic Studies will have a speaker in October from their Filipino series, and Esselen will do a workshop with students in November. There will be two to three events in Spring 2026.
- Family Friendly Study Space officially opens on October 8. This is another resource for our students – parents can study in the room and bring their children without worrying about being noisy or disturbing others.

The meeting adjourned at 10:41am.

NEXT MEETING(S)

October 17, 2025

November 21, 2025

December 19, 2025 (consider changing due to end of semester)

February 20, 2026

March 20, 2026

April 17, 2026

May 15, 2026