



HARTNELL COLLEGE

EQUITY ASSURANCE COUNCIL

Minutes

April 18, 2025, 9:00 a.m., Building E, Room 112

MEMBERS	Constituent Group	Present	Absent
1. Gayle Pitman	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	Administration		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. Kayla Valentine	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 (alternante)	Administration	X	
18. Jennifer Taylor	Faculty	X	

Guests:

1. Call Meeting to Order

Meeting called to order at 9:20AM.

2. Welcome and Introductions

Julia read the 4 Pillars of Guided Pathways and Nina read the EAC charge.

3. Consider Approval of Agenda

- a. make changes to item 7 so that julia and Nina will lead it

MSC: Cheryl O'Donnel (first), Corina Vasaure (second)

4. Consider Approval of November 15, 2024 minutes

- a. Kayla was not here last time – on #9 it was Jennifer T.

MSC: Corina Vasaure to approve minutes with above changes (first), Cheryl O'Donnell (second)

5. SEP Update

Gabby sent out an all-call to campus to be part of the writing groups. They had one meeting to look at the data dashboards and will be meeting again as a large group next week before

the smaller teams begin meeting on their own. Rough drafts due at the end of May from each team, then more revisions over the summer so that it can go to the board by November. Student Affairs council requested a revision of the BP and AP for the equity plan. It has not been revised since 2016. Revisions will align with Title V and be more general since the criteria change every cycle.

6. Bias Response

Gabriela, will be giving a presentation on DEI climate survey later to cover the need for a bias response system. She mentioned that we still need to clean up the existing advocate system (BIT referral system) and that she and Carla are exploring to see if this will be a useful tool.

7. Culturally Responsive and Affirming Spaces

On 3/21 Gayle made a motion to create a workgroup that will research examples of art policies and procedures, and develop an OM for Hartnell.

- a. Jennifer Taylor motions to remove AP 2360 (first) [Cheryl O'Donnell](#) (seconds the motion). Motion passes. We can ask Gayle to move this forward to the college planning council. Discussion: Nina mentioned that cabrillo hired an artist who then mentored students to develop several murals on campus. Laura mentioned Hijos del Sol - Jose has done that type of work and that HSI can support this type of work. Gabby suggested this project could be a cooperative work experience. Laura says Jose has done this type of work where he recruits students and leads the project using the Ganas grant under HSI.
- b. Jennifer Taylor motions the EAC should be included in the development of the next OM for culturally responsive and affirming spaces (first). Corina Vasare (second). Motion passes. Discussion: Laura thinks EAC should have a view of the proposed artwork before they go up on the wall since there are a few on campus that are slightly offensive. Janet asked what happened to Simon Silva's contract regarding the student mural that was supposed to go over the student center (removable). Laura will check in on this. Janet mentioned there is a bridge on Sandborn with beautiful artwork (new only a few months old) and it is beautiful. Laura mentioned that the artist of the bridge artwork is Timothy Roberts Smith. Laura will come back next time to update on a project with Hijos del Sol. She also mentioned that she will update us on the Simon Silva contract. We need murals that represent our community and who we are now. If it will depict indigenous people then we should have the input of the tribe. Nina suggested a location for a mural on the outside wall of the STEM building facing the grass area. Carlos suggested Sam Valdez (employed in south-county) has a connection with Brian Valdez as an artist (current student). Corina mentioned a mural in Chualar is honoring braceros with a mural today in the evening. Laura says H. Hanif was the artist for the braceros mural in Chualar and that county supervisor Alejo was involved. Other artwork was also mentioned such as the King City new bright and culturally affirming mural created by locals, and Ana mentioned that in downtown Salinas there is a mural in Mami Chelas restaurant that is amazing. Shastina shared that the artist is Brenda Saglio of the murals at La Gran Diabla (formerly Mamichelas).
- c. The group wondered if Gayle has a timeline for the workgroup to look at the OM? Corina, Jennifer, Nina and Gabby are interested.

8. Campus Climate Survey

- a. **Gabby and Carlos presented a report of the findings and for each area, talked about implications for action as well as alignment with existing initiatives.**

In Spring 24 we all took a survey in four parts: institution, faculty, student, and staff. The survey rated us in 10 areas and it compared our results to other institutions as part of a cohort. Gabby will make the dashboard available to the council to look at on our own (link below).

Overall, 76% of students participated, 12% of staff participated, and, 11.6% of faculty responded to our survey. Most of the responders were female overall and white faculty responded at higher rates than other groups. Gabby reminded us that the survey was administered a year ago and that we are going based off deep dives in data that were completed almost two years ago. In the meantime, it is important to honor the growth we have already made in mid-progress (mission statement). They shared that the reason this matters is because our students clearly stated that Diversity matters to them. They placed a high value on the college commitment to ensure they complete their degree. Full presentation found here: https://www.canva.com/design/DAGhoB8w5gM/x2hHTi1PESGoTj4ux3HgOQ/view?utm_content=DAGhoB8w5gM&utm_campaign=designshare&utm_medium=link2&utm_source=uniquelinks&utlId=h3467d647d7

9. Promoting Employee Resource Group

Gabby and Patty Sifuentes attended the conference and would like to attend the next meeting to give an update.

10. Rotation of EAC Membership

The tri-chairs reminded EAC that leadership and membership on the council will be rotating. There were some questions about whether some people were on a two-year term vs. a three-year term, and the tri-chairs will get clarification. Jennifer, Julia and Nina's terms will expire. Cheryl mentioned that a discussion is taking place with the governance task force about specific membership alignments. Nina would be interested in remaining on the council but not as a tri-chair if needed. Janet cautioned the group that we need to stagger membership to keep the momentum and memory going. Corina mentioned that classified have a challenging time stepping away to participate. Cheryl mentioned that this discussion has happened for more than a decade and believes it was negotiated into the csea contract but has not been necessarily implemented. Jennifer suggested the EAC might petition to management and supervisors so they are in lock-step, when appropriate. Julia said she has reached out to Shawn to recruit a possible tri-chair. **next time: discussion about the who will continue and who will step down.**

11. Closing Comments/Adjournment

The meeting adjourned at 11:01 AM.

NEXT MEETING(S)

May 16, 2025