

The Charge of The Equity Assurance Council is to use external and institutional research to create, promote, and implement initiatives that support learning and working environments free from classism, colonialism, racism, sexism, ageism, or phobias related to ableism, culture, ethnicity, demographics, immigration status, freedom status, gender expression and/or identity, sexual orientation, neurodiversity or any other bias towards otherness. Our goal is to create and promote an environment of equity, inclusion, and belonging; deconstruct existing power structures; and foster an environment where authority is used collaboratively, ensuring that it is not used for exploitation but for the collective well-being and empowerment of all individuals involved. **The EAC will hear items brought forward by all stakeholders to make recommendations** to the Hartnell College Council as appropriate.

The EAC focuses on anti-racist recommendations for practices, policies, and structures to the HCC in matters that involve and affect the college as a whole, including Administrative Procedures and Board Policies. Additionally, the EAC will oversee two subcommittees: EEO/Diversity and Professional Development.

The EAC meets on the third Friday of the month during the academic year, 9-11 a.m. The meeting is hybrid and held in person at Building E, Room 112. For those who wish to join remotely may access the meeting at: <https://hartnell-edu.zoom.us/j/85682056785>

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**Excerpt from the hccd\_participatory\_governance\_charter:**

*“All councils are expected to be working councils. The intent of a ‘working council’ is that each council or subcommittee has a charge or mission, and will be active in writing proposals, deliberating and voting, meeting and working with other council members and stakeholders, and reporting back to the campus community on progress made towards the council charge or mission on an annual or more frequent basis. A working council has regular deliverables that demonstrate that it is more than a passive, limited, informational or merely philosophical body.*

*Councils and subcommittees will take evidence-informed actions (for example, using qualitative data, quantitative data, mixed-method, shared experience, etc.) in solving key student and institutional challenges. Any action items approved by the councils should be reported to appropriate stakeholders after approval by the Superintendent/President. Councils should work collaboratively, as needed, to attain common goals. It is expected councils will combine expertise and problem-solve together as well as work on individual council tasks. Regular communication between council tri-leads will help to coordinate this approach as well as avoid redundancies.*

*Following protocols of AP 2510, **council recommendations will normally be accepted by the superintendent/president.** Only in exceptional circumstances and for compelling reasons will a recommendation not be accepted. If a recommendation is not accepted the*

*superintendent/president shall promptly communicate the reason to the appropriate council in writing.*

*The Governance councils should review and update their purpose statement and responsibility sections of the handbook every five years.*

## **NORMS**

- Meetings will start & end on time
- We are most impactful when we hear from everyone
- Step up, Step back, & Invite In
- One mic
- Avoid interrupting others when they are speaking (aka the mute button is our friend)
- Interrogate ideas, not individuals, and focus on solutions
- We are all learners and we all have expertise
- Permission to dream out loud
- Stay anchored in the work
- Celebrate wins
- Respect the social, emotional and lived experiences of all members
- Acknowledge and call in moments of harm and channel the energy to support the work – and make time to allow this to happen