



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Human Resources Advisory Council

Charge: <https://intranet.gcccd.edu/hrac/charge-and-composition.html>

AGENDA

March 13, 2024 @ 1:00 – 4 p.m.

In-Person @ ASGC 60-207, Grossmont College

Council Members

Name	Title	Attendance
Facilitator:		
Debbie DiThomas		<input checked="" type="checkbox"/>
Participant:		
Linda Beam	Chair – Human Resources	<input checked="" type="checkbox"/>
Bernadette Black	Confidential Staff Rep. (GC)	Absent
Cindy Hall	Classified Senate Rep. (GC)	<input checked="" type="checkbox"/>
Colleen Parsons	CSEA Rep. (DS)	<input checked="" type="checkbox"/>
Craig Leedham	Conf. Administrators Rep. (DS)	<input checked="" type="checkbox"/>
Jane Kennington	Personnel Commission - Guest	<input checked="" type="checkbox"/>
Karen Marrujo	EEO Site Lead (CC) - Advisory	Absent
Katie Cabral	Classified Senate Rep. (CC)	<input checked="" type="checkbox"/>
Manuel Mancillas-Gomez	Academic Senate (CC)	Absent
Michael Salvador	EEO/Title IX Director (DS) – Advisory	<input checked="" type="checkbox"/>
Moriah Gonzalez-Meeks	Advisory Role (CC)	<input checked="" type="checkbox"/>
Nicole Salgado	Conf. Administrators Rep. (CC)	Absent
Pearl Lopez	Academic Senate (GC)	<input checked="" type="checkbox"/>
Sharon Sampson	EEO Site Lead (GC) - Advisory	<input checked="" type="checkbox"/>
Wayne Branker	AA Rep. (GC)	Absent
Vacant	AA Rep. (CC)	<input type="checkbox"/>
Vacant	AFT Rep.	<input type="checkbox"/>
Vacant	Communications & Public Information Director	<input type="checkbox"/>
Vacant	Classified Senate Rep. (DS)	<input type="checkbox"/>

Meeting Objectives
1.
2.
3.



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Dr. Debbie DiThomas facilitated a group discussion on governance related to the Human Resources Advisory Council (HRAC). The presentation and discussion included the following:

- HRAC is responsible to advise the Vice Chancellor of Human Resources to review, expand, and revise programming, policies, practices in support of the district's diversity, equity, inclusion, accessibility, and anti-racism efforts, informed by the GCCCD Equal Employment Opportunity Plan the evolving needs of employees.
- Changes to the Governance Handbook can be approved by the Chancellor and do not need to go before the Governing Board.
- HRAC is not responsible for decision-making, rather being an advisory group to the Vice Chancellor of Human Resources who then brings recommendations forward to the District Executive Council.
- Emphasized communications between the two colleges, not just between the District and the colleges.
- Leif Christiansen, Interim Research Supervisor, shared and reviewed a presentation entitled 2022-2023 HRAC Governance Survey.

Suggested Improvement:

1. Increase focus on Equal Employment Opportunities
2. Post meeting agenda earlier
3. Post meeting notes to Council intranet site
4. Increase access to information and resources for members
5. Increase member participation

Group talking points:

- Operations vs. Governance
- Separation of EEO and HRAC
- Participation in councils, responsibility to attend, absence doesn't mean items won't move forward
- Constituency groups need to look at participation, decide if more seats are needed and bring up through the process
- Don't add more seats just to equal the field, release some members



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- Responsibility is on members to speak up about delaying an item and taking back to constituency groups for discussion
- Think about how the council operates for the best interests of the District as a whole not your constituency group
- Consider questions that help determine whether something belongs in governance or operations
- Lack of timely agendas and meeting notes being uploaded
- Don't make things into a governance issue if it doesn't need to be

Suggestions:

- Call out for agenda items with deadline, so members can speak with their constituency group and bring items forward.
- Announce when minutes are posted and suggest folks review them and communicate the information in them to their respective groups.
- Select membership intentionally. New members bring fresh ideas and experience. More diversity of members affords those who participate in multiple meetings to step aside. Maybe become ex-officio.
- Training should be done for all councils at the beginning of the governance cycle.
- Update handbook to include roles and responsibilities for new members.
- Set acceptable behavior for meetings – all voices are equal, do not judge, recognize everyone comes from a different place, be present, and don't multi-task while in the meeting.
- Gain understanding of roles and insights into the differences between governance and operations.
- Presenting recommendations to DEC, presenters should not be of the same constituency group, show we are diverse.

“Don't confuse not being heard with not getting your way. Governance doesn't mean everyone gets their way.”



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Next Meeting Date: April 24th @ 1:30 – 3 p.m.
Zoom – details forth coming