



**District Planning and Advisory Council  
Human Resources Planning Subcommittee**

Minutes of Meeting  
April 15, 2023  
Via Zoom

**Members Present:** Vicenta Arrizon (Co-Chair), Wendi DeMorst, Anisha DiGregorio, Christina Gabler, Kennisha Green, Sherri Lee-Lewis (Co-Chair), Carol Long, Kymberlyn McBride, Lisa Winter, Debra Willoughby

HR Resource Staff: Diana Pennington, Recording Staff Assistant

Absent: Esmeralda Hernandez, Denise Liu

**Minutes**

- I. Call to Order  
The meeting was called to order at 1:02 p.m.
- II. Public Comments
- III. Chair Updates
- IV. Approval of Minutes from 04/17/2023  
Motion to Approve: Lisa Winter  
Seconded: Carol Long  
Vote:       Aye: 10       No: 0       Abstain: 0
- V. Old Business
  - a. EEO Best Practices Report
    - i. EEO Plan is being updated by subcommittee
    - ii. Chancellor's Office is restructuring the Multiple Methods
  - b. 2023 Grants
    - i. Culturally Responsive Pedagogy
      1. Develop cultural competence and DEIA-resources through our faculty and staff to improve student outcomes with an external consultant, employee onboarding programs, workshops, and professional development fair.
    - ii. EEO Innovative Best Practices
      1. To promote DEIA and EEO practices in pre-hiring, hiring, and post-hiring to our employees through an internship program, mentorship program,

employee resource groups, student workers participation in hiring committee, and new hiring platforms.

- c. AR 3435 Discriminations, Harassment Complaints, and Investigations revisions  
<https://smcollege.sharepoint.com/:f:/r/sites/DPACHRCommittee/Shared%20Documents/General/AR?csf=1&web=1&e=wq5jCg>

Motion to Approve: Carol Long

Seconded: Kennisha Green

Vote: Aye: 10          No: 0          Abstain: 0

- d. Student Representatives in Interviews
  - i. The Academic Senate Personnel Policy Committee will discuss this in the fall.
  - ii. Concern – having students representatives in positions that many students apply to in classified positions.

VI. New Business  
None

VII. Next Agenda  
a. 2023 Grants: Culturally Responsive Pedagogy & EEO Innovative Best Practices

VIII. Adjournment

*Meeting adjourned at 1:27 p.m.*

### **Future Meetings**

June 12<sup>th</sup> 1:00pm – 2:30pm (tentative)