

HARTNELL COMMUNITY COLLEGE DISTRICT

EEO Advisory Committee HANDBOOK

equal access to a quality education and the opportunity
We are responsive to the learning needs of our community and dedicated to a diverse educational and cultural campus environment that prepares our students for productive participation in a changing world.

VISION STATEMENT

Hartnell College shall provide its diverse communities and student population with equal opportunities for educational access and success.

Hartnell College shall implement programs and services that recognize its culturally diverse community, and provide fair and ethical treatment of its entire population.

Hartnell College shall actively recruit, support and retain the best personnel.

Hartnell College shall seek and dedicate resources to be a technologically advanced institution.

Hartnell College shall support a learning environment that rewards creativity, innovation, and risk-taking.

Hartnell College shall anticipate and respond to change.

Hartnell College

STRATEGIC PRIORITIES

Strategic Priority 1 - Student Success

Strategic Priority 2 - Student Access

Strategic Priority 3 - Employee Diversity and Development

Strategic Priority 4 - Effective Utilization of Resources

Strategic Priority 5 -

Hartnell College Mission

Focusing on the needs of the Salinas Valley, Hartnell College provides educational opportunities for students to reach academic goals in an environment committed to student learning, achievement and success.

Hartnell College Vision

Hartnell College will be nationally recognized for the success of our students by developing leaders who will contribute to the social, cultural, and economic vitality of our region and the global community.

MEMBERSHIP (and terms of service) :

- i Associate Vice President of Human Resources (co-chair, p ermanent)
- i 2 faculty (2 -year terms)
- i 2 classified staff (one CSEA, one L -39; 2- year terms)
- i 1 manager, supervisor, or confidential (2-year term)
- i MAY HAVE:
 - o 2 students (1 -year terms)
 - o 2 community members (2-year terms, appointed by superintendent/president)
 - o Additional members up to maximum of 15.

Membership elects a co -chair of committee.

FREQUENCY OF MEETINGS

At least quarterly throughout the year

PURPOSE

To assist the District in implementing its EEO Plan and to assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.

RECEIVES INFORMATION FROM

Employees, students, community members, other councils.

MAKES RECOMMENDATIONS TO

The CHRO; the superintendent/president; Administrative Services Council; College Planning Council; Professional Development Committee

COMMITTEE RESPONSIBILITIES

1. To become knowledgeable about EEO requirements and to promote understanding and support of equal employment opportunity policies and procedures.
2. To assist in the implementation of the District's EEO Plan in conformance with state and federal regulations and guidelines, to monitor EEO progress, and provide suggestions for Plan revisions as appropriate.
3. To sponsor events, trainings, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.
4. To assist the district in achieving its strategic initiatives related to diversity.

5. EVALUATION OF COMMITTEE EFFECTIVENESS

- i Conduct annual evaluation of the effectiveness of the C ommittee (spring sem ester).