ACHRO/EEO – General Membership Meeting

October 23, 2020

12:00 PM – 1:00 PM

1. The meeting was called to order at 12:02 pm by Julianna Mosier
2. Present: Julianna Mosier, Diane Fiero, Julie Kossick, Beatriz Chaidez, Kely Avila, Tre’Shawn Hall-Baker, Jeannine Stokes, Charo Albarran, Clint Dougherty, Abe Ali, Eric Ramones

* Introductions of Regional Officers were made

REPRESENTATIVE CHAIRS

* Julianna Mosier, ACHRO President, presented a PowerPoint - The PowerPoint contains titles and photos of the ACHRO Board, Chairs, and Regional Representatives so everyone would be able to see names and faces – due to this year’s conference presented in a virtual environment.
* Julianna also reminded, that the ACHRO Bylaws were updated in the Spring of 2019, the Bylaws are located on the ACHRO website.

RECOGNITION

* Julianna Mosier offered a big Thank You! To ACHRO Past President, Diane Fiero. Diane has been a great mentor to Julianna. They previously worked together at College of the Canyons, Ms. Mosier also thanked members of the Executive Board for the commitment to ACHRO. Diane Fiero said that it is her honor to be a speak about the past leaders of ACHRO/EEO. It is Ms. Fiero’s honor to acknowledge Cindy Vyskocil as the former Past-President, and Julianna as the former Vice President-Elect and now as the President. Julianna has done a fantastic job.

SECRETARY/TREASURE’S REPORT

* Jeannine Stokes shared the 2019-20 Financial Summary Report. There were carry over funds from the annual conference registration fees from 2019. No funds from the 2020 annual conference registration fees due to the Board graciously decided to offer the annual conference at no cost. The beginning balance was $45, 099.67 with a total, of $50, 308.84 in revenue. In total, expenses were $39, 610. Ending balance is $55, 798.51

2021 FALL CONFERENCE

* Charo Albarran is the Vice President-Elect, is tasked with planning next year’s conference. Charo is hopeful to have next year’s conference in San Diego, which is when the 25th Celebration will be celebrated since this year’s conference was moved to a virtual format. Ron and Ruth are working to secure the resort in North Lake Tahoe, where this year’s conference would have been held, for the 2022 conference. Charo encouraged and reminded attendees to join the Training Committee meeting to help with the planning efforts for next year’s conference. Since this year’s budget has been impacted, there will be a discussion on how to supplement next year’s conference.

ACCCA UPDATE

* Wyman Fong provided the update. The ACCCA 2021 Summit is tentatively scheduled February 17 & 18.

LEADERSHIP ACADEMY UPDATE

* Abe Ali provided an update on the Human Resources Administration Academy. Abe Ali and Clint Dougherty are co-chairing the Leadership Administration Academy and the Emerging Leaders Program. Twenty-seven (27) applicants for the 2020 HR Administration Academy. All twenty-seven (27) applicants were accepted. The Academy raised $13,500 in registration fees. The Emerging CHRO Academy, has eleven (11) participants this year. This program is intensive, the academy has deep conversations taking place on all areas of Human Resources leadership topics. The 2020 class raised $8,250 in registration fees. The two academies raised $21,750 in registration fees. Clint shared that due to COVID, the format for both academies has changed. The courses will be spread out over 11 sessions. The intent is to avoid the lecture style and facilitate discussions that allow for group participation. Sharing of stories and experiences, and best practices in addition to case studies. Subject matter experts such as LCW, AALRR and Erickson Law Firm(s) have voluntarily agreed to participate in this year’s program(s). Their topics will cover negotiations, difficult employees, and working with the Board and the Chancellor. EEO and DEI will also be covered by Greg Smith and Irma Ramos. Julianna thanked both Abe and Clint for their work, although the coordination of the academies is time consuming, they are incredibly valuable. Their work is very much appreciated.

Consultation Council Update

* Diane Fiero shared that the Consultation Council is comprised of 18 representatives which help to develop and recommend policies for recommendation to the Board of Governors and the Chancellor. The current focus is on COVID and supporting the students in need. July, the Consultation Council adopted the DEI Statement. September, there was a comprehensive item on the agenda about DEI. October, there was an item on the agenda extending the Executive Order from the CCCCO about FON penalties and provisional assignments and recommendations on FON reductions. Diane suggested that members view the Consultation Council agendas and minutes, for an opportunity to hear the concerns that are statewide.

EEO/Equity/Inclusion Chair Update

* Tre’Shawn Hall-Baker gave a special thank you to Irma Ramos and Greg Smith for working diligently at the state level on the Greg Smith: gsmith@sdccd.edu
* DEI Implementation Taskforce. Tre’Shawn advised that if anyone is interested in joining the taskforce, they mail send an email to Ms. Ramos, Mr. Smith, or herself. Tre’Shawn shared the 10 action items of the taskforce:

1. Conducting Diversity Recruitment and Outreach (expected duration – 3 months)
2. Writing Equity-minded Position Descriptions (expected duration – 3 months)
3. Writing Equity-focused Vacancy Announcements and Application Requirements (expected duration – 3 months)
4. Developing Equity-focused Screening Criteria (expected duration – 6 months)
5. Writing and Conducting Equity-minded Interviews (expected duration – 6 months)
6. Writing Equity-focused BPs and Aps, including faculty hiring procedures (expected duration – 6 months)
7. Writing and Bargaining Equity-minded Performance and Tenure Evaluations (expected duration – 12 months)
8. Writing Exit Interviews Addressing Workplace Culture (expected duration – 3 months) 9. Creating Diversity Retention Strategies (expected duration – 12 months) 10. Collecting, Analyzing, and Reporting EEO Data (expected duration – 12 months)

Irma Ramos: iramos@nocccd.edu

Tre’Shawn Hall-Baker: hallbaker\_treshawn@smc.edu

Advocacy Liaison Chairs Update

* Co-Chairs, Beatriz Chaidez and Julie Kossick shared that has been a lack of bills being passed because of COVID. From the 100 bills that were going to be considered, or introduced, and there were only 5 bills that were signed into law: AB 1460 (Weber) Ethnic Studies AB 2288 (Low) Nursing Programs AB 2416 (Gabriel) Satisfactory Academic Progress AB 2884 (Berman) Lottery Dollars SB 1232 (Glazer) CalWORKs
* Julie stated when legislation has a collective impact on Community College Districts it is critical to contact your local legislator so your voice can be heard.

Questions & Adjourn Meeting

Before closing the meeting, Julianna Mosier presented the Financial Summary Report for approval. Julie Kossick moved to accept the report as submitted. Wyman Fong seconded the motion. All in favor to accept the report as submitted, no one was opposed. The Financial Summary Report was approved.

Again, before closing, Julianna Mosier thanked everyone for attending the meeting. Julie hopes that everyone sees the value in joining ACHRO as a member brings.

This concludes the meeting.

The meeting adjourned at 12:47 pm.