

Human Resources Council  
Charge and Composition

The Human Resources Council (HRC) serves in an advisory capacity to the Grossmont-Cuyamaca Community College District (GCCCD) Human Resources (HR) Department to support its ongoing commitment to providing quality services for employees based on the District's vision and goals. The Council provides a venue for valuable employee perspectives and enhanced communication between HR and the employees it serves.

The Council makes recommendations to the Vice Chancellor of HR (VCHR) to review, expand, and revise programming, policies, and practices in support of the district's diversity, equity, inclusion, accessibility, and anti-racism (DEIAA) efforts, informed by the GCCCD Equal Employment Opportunity (EEO) Plan and the evolving needs of employees.

As part of the participatory governance structure, HRC reports to the District Executive Council (DEC) and receives and provides recommendations to the Equity and Equal Employment Opportunity Advisory Council (EEEEOAC).

Responsibilities:

- Review Board Policies and Administrative Procedures and makes recommendations to the VCHR for presentation to the District Executive Council (DEC).
- Through the use of performance indicators and data, review and recommend improvements of current HR practices, review employee needs, and propose HRC goals.
- Monitor and assess the EEO Plan and provide feedback to the EEEEOAC.
- Recommend clear guidelines for all employees related to behaviors, skills and knowledge to implement equity-focused hiring and retention practices and procedures.
- Review the evaluation reports and make recommendations to the VCHR for improvement in current GCCCD Professional Development (PD) offerings including, but not limited to:
  - Diversity, Equity, Inclusion, Accessibility and Anti-Racism
  - Operational Effectiveness
  - Leadership
  - Hiring and Retention
- Review employment reports, discuss impact of existing equitable employment hiring practices, and make recommendations to the VCHR.

- Participate in continuous professional development training for HRC members.

Membership:

Vice Chancellor, Human Resources (Chair)

Director, Human Resources

Academic Senate representative, Grossmont College

Academic Senate representative, Cuyamaca College

Classified Senate representative, Grossmont College

Classified Senate representative, Cuyamaca College

Classified representative, District Services

Faculty-at-Large representative, Grossmont College

Faculty-at-Large representative, Cuyamaca College

Administrators' Association, 2 representatives

Confidential Administrators, 2 representatives

Confidential Staff representative

California School Employees Association, Chapter 707, representative

American Federation of Teachers Guild representative

\*Student representative, Grossmont College

\*Student representative, Cuyamaca College

\*\*Ex Officio/Resource Personnel, as needed/appropriate

\* Associated Student Government appointee

(\*Results in 2 HR, 4 Management, 5 Faculty, 5 Classified, and 2 Students)