

## **Background Information for Senate Item 4/3/2019: Equal Employment Opportunity Advisory Committee (EEOAC) re: Diversity Statement**

Background to agenda item: In February, 4 SRJC members of the EEOAC attended the “Building Diversity Summit.” The EEOAC would like faculty input on the manner in which SRJC currently requests a Diversity Statement for applicants to SRJC’s faculty positions, including input on how to improve this part of the process.

(CCCCO/ASCCC IEPI Building Diversity Summit, February 8-9, 2019)

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### **PURPOSE OF SUMMIT**

The Chancellor's Office, in partnership with the Community College League of California, ASCCC, ACHRO, 4CS, Student Senate, and CCCCIO offered the first Building Diversity Summit in Spring 2019. The intent of the Summit was to educate faculty, administrators and classified professionals on how improved student access, persistence, and success have been linked to a diverse faculty and staff that resembles the diversity within the student population.

The summit provided the opportunity to develop skills and strategies to:

- Articulate the value that a diverse faculty and staff provide to the student experience
- Eliminate systemic barriers to employment equity and establish an institutional commitment to diversity in hiring
- Hire and retain a diverse workforce through recruitment, elimination of bias, and use of data
- Continuously evaluate the effectiveness of policies and procedures

### **DISTRICT COMMITMENT TO SUPPORT SUMMIT INITIATIVES**

#### 1. SRJC Strategic Plan

Vision: SRJC aspires to be an inclusive, diverse and sustainable learning community that engages the whole person.

Mission: SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community.

#### 2. SRJC Equal Employment Opportunity Plan

Plan Component 1: Introduction - Message from the Superintendent/President

*In our effort to make SRJC the best community college in the country, we recognize that there is no excellence without diversity. SRJC’s Strategic Plan highlights diversity as one of our core values, and serving our diverse communities as one of our eight*

*goals. Embracing diversity means valuing the talents, energies, creativity and challenges that come with a diverse workforce.*

### 3. Faculty Hiring Procedures

Board Policy 4.3.2P: Faculty Hiring: Regular & Adjunct is currently in revision with this effort being led by the Academic Senate. The existing hiring procedures include the following statement which supports the initiatives of our EEO Plan:

I. District hiring procedures are based on a recognition that responsibility for selecting well-qualified regular and adjunct faculty is shared cooperatively by both faculty members and administrators, participating effectively in all appropriate phases of the hiring process.

A. The responsibilities of faculty and administrators included identifying and recommending positions; **following the District's Equal Employment Opportunity Plan**; formulating and reviewing job announcements; assisting in advertising positions; and, screening, interviewing, and selecting recommended candidates for consideration by the President. All phases of faculty hiring shall be strictly confidential.

4. Academic Senate Bylaws Article 1.B: "Through joint agreement with the Board of Trustees, assist in the development of District and College hiring criteria, policies and procedures (section 87360).