Resolution

Advancing EEO Policies and Practices within Hiring Committees

Whereas funds have been allocated from the California Community College Chancellor's Office to California community colleges for Equal Employment Opportunity (EEO) implementation;

Whereas Community Colleges need to move beyond performative statements and awareness to operational processes for hiring faculty to increase the diversity of candidates applying and being interviewed for full-time faculty positions;

Whereas the respective college district has established processes and procedures for addressing diversity throughout all steps and levels of the hiring process. This measure includes such matters as screening committee compositions, the steps for job announcements, and interview processes, among others; and

Whereas college administrators can demonstrate strong support for the EEO process to mitigate race lighting and racial microaggressions in hiring committees; (Racelighting: http://bmmcoalition.com/wp-content/uploads/2021/03/Racelighting-BRIEF-2021-3.pdf);

Resolved, that the Academic Senate for California Community Colleges encourages local Academic Senates to ensure that their campus mandates that their respective district demonstrate that it has operationalized board policies and resolutions that evidence a commitment to creating hiring processes and procedures that will diversify faculty member;

Resolved, the Academic Senate for California Community Colleges encourages local Academic Senates to ensure that their campus' hiring committees contain diverse membership to provide a variety of perspectives in selecting candidates, as per Title 5, §53024;

Resolved, that the Academic Senate for California Community Colleges urges local senates to work with their college administrators and human resources to implement accountability measures for failure to comply with the EEO policy and procedures for dealing with biased behavior on hiring committees; and

Resolved that the Academic Senate for California Community Colleges develop resources such as a toolkit, position paper, or updated Rostrum articles in order to support the efforts of local senates to implement up-to-date and well-publicized codes of conduct in support of failed hiring searches.

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