



Academic Senate
for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

Faculty Diversification

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Faculty Development Committee

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Equity & Diversity Action Committee



ASCCC Executive Committee Meeting
December 7-8, 2018



California
Community
Colleges



INSTITUTIONAL EFFECTIVENESS
PARTNERSHIP INITIATIVE

Building Diversity Summit – February 8-9

Desired goals:

- 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 procedure

Audience: CEOs/Presidents , Trustees , CSSOs , Academic Senate Member(s) , Classified Senate Member(s), Student Senate Member(s) , HR Managers , EEO Advisory Committee , Researchers , Faculty , Classified Staff , Hiring Committee Members , CIOs

Partners:

- Academic Senate for California Community Colleges
- Community College League of California
- California Community Colleges Chief Instructional Officers
- The Campaign for College Opportunity
- ACHRO
- 4CS
- Student Senate

Sessions (6 proposed)

The Unique Challenge and Communication Struggles that Faculty of Color Experience in Higher Education

This session will cover the power of language and its unique impact on faculty. Do not miss out on a lively discussion on effective sharing on how cultural language practices can hinder faculty diversification. Our inquiry questions will include: *Are faculty of color misrepresented? Do language differences hinder employment?* Please come share your ideas as we collectively explore “**everyday wisdom**,” to positively improve our work and turn challenges into triumphs.

Why is Faculty Diversity such a Challenge for our Colleges?

Current research supports the value of a diverse faculty. However, national trends demonstrate that we are moving the needle far too slowly. College processes, human resource practices, and committee structures all impede the success of this essential goal. Please join us to experience conversations and innovative strategies that will improve our hiring outcomes.

Mentoring and Retaining a Diverse Faculty

This session will explore ways to welcome, retain and support faculty to ensure that a diversity of voices creates a culture that contributes to student success. Strategies aimed at administrators, faculty selection committee members, policy makers, trustees, and faculty development programs will be discussed and models will be shared, both for implementing short-term change as well as sustained support.

Equivalency, Minimum Qualifications, and Impact on Diversity

This workshop will interrogate values and dispel myths surrounding hiring qualified faculty. The concepts of merit, fit, and qualification will be discussed in light of how they both inform minimum qualifications and equivalency processes as well as impact diversity in our colleges. The role of faculty, administrators, and human resources in the broadening of the pool of qualified applicants and diverse perspectives will be examined.

How to Transform College Culture by Hiring New Diverse Employees

Research shows that ethnically and racially diverse employees contribute to the success of all students. This session will highlight mentoring and cohort model programs that build a strong diverse college using effective on-boarding practices and professional development activities designed to retain these new hires. By developing strong relationships through mentoring and cohort programs, we can achieve a more equitable and inclusive culture that is student focused. The session will also provide a structure for accountability to support new hires and address faculty retention.

Effective Policies, Procedures, and Practices for Hiring Racial and Ethnic Diversity: The Key to Student Success

The time is now to change the ethnic and racial culture of post-secondary education institutions. Effective policies, procedures, and practices that encourage hiring for racial and ethnic diversity are key to closing the student equity gaps. We need to reform our systems to elevate ethnically and racially diverse candidates who also demonstrate qualities of equity mindedness. At this session, participants will have an opportunity to learn about effective policies and procedures for hiring ethnically and racially diverse full time and part time faculty

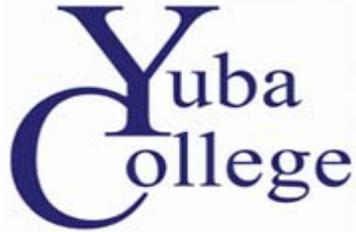
2019 Hiring Regionals

An Equitable Approach to increasing student success

The logo for Bakersfield College, featuring the words "BAKERSFIELD" and "COLLEGE" in white, bold, sans-serif capital letters stacked vertically on a black rectangular background. A thin white horizontal line is positioned below the word "COLLEGE".

**BAKERSFIELD
COLLEGE**

February 21st

The logo for Yuba College, featuring a large, stylized blue letter "Y" on the left. To the right of the "Y", the word "uba" is written in a smaller blue serif font, and the word "College" is written in a blue serif font below it.

**Yuba
College**

February 25th

The logo for Norco College, featuring the word "NORCO" in a large, bold, red sans-serif font above the word "COLLEGE" in a smaller, red sans-serif font.

**NORCO
COLLEGE**

February 28th

2019 Hiring Regionals

An Equitable Approach to increasing student success

Faculty diversity is a critical component in the support of student success, and each California community college has a responsibility to develop a workforce that reflects the diversity of its community and is best prepared to serve the college's specific student populations. At this event titled: ***"An Equitable Hiring Approach to Increasing Student Success"***, the Academic Senate for California Community Colleges Equity Diversity and Action Committee and Faculty Development Committee will present important considerations for conversations on faculty hiring, including ways to diversify and expand hiring pools and reshape search processes to focus on candidates who understand and are committed to our students. By highlighting the importance of cultural sensitivity and appreciation as well as instructional excellence, along with considering the specific needs of our local student populations and communities, we can promote both student success and faculty diversity, two concepts that not only are not in opposition but that in reality are linked to each other. Topics to be discussed will include recruiting and diversifying applicant pools, hiring committee processes and structures, hiring criteria, using equivalency processes effectively, and more. Attendees will engage in hands-on exercises to develop equity-focused and student-focused interview questions that they can take back to their colleges. Join us for this important discussion as we all work to increase student success by promoting greater faculty diversity and a focus on understanding and serving students.

Program Goals:

1. Explore how to achieve the racial and ethnic diversification of faculty.
2. Examine hiring processes and procedures from an equity lens.
3. Examining systems for implicit bias and unconscious design flaws.

Program Outcome:

- Participants will end the day with an action plan to transform or improve their local hiring committee policy, processes and procedures.
- **Audience:** Faculty and staff serving on hiring committees

“Tangible Products/Takeaways” for local implementation

- Recruitment practices – what does that look like? Marketing strategies – where to recruit
- Accessibility of information – locally and beyond
- Set the stage so that participants leave motivated to make change locally – actionable steps – “Passport to Implementation”
- Administrative procedures as pertained to hiring practices – newer and innovative policies with focus on diversity
- Screen processes – examples that show unknowingly how biases are built in
- District culture – understanding of culture and historically practices – identifying institutional barriers that can be carefully approached in a way that is moving forward positively

“Tangible Products/Takeaways” for local implementation

- Collaboration with senate, collective bargaining and HR – best practices
- Tangible resources – key individuals to contact
- Utilization of Data – what does the EEO data look like statewide vs locally – in terms of numbers – using data to bring about change
- Sustaining momentum – best practices – documentation (action planning) and assigning key individuals for accountability
- Building Networks to facilitate change



(6 sessions)

Innovative Strategies for Hiring Faculty of Color

This breakout will cover various innovative strategies that can be used to expand hiring opportunities for racially and ethnically diverse faculty.

Revamping the Recruiting Process to Attract a Diverse Faculty

A focus on creating an inclusive job announcement and successful marketing process.



Broadening Screening Pools Through Effective Minimum Qualifications and Equivalency Screening Criteria

This session will explore intentional approaches for mitigating barriers created by current equivalency processes, minimum qualifications, preferred qualifications and screening criteria.

Mentoring and Retaining a Diverse Faculty

Ways to welcome, retain and support faculty to ensure that a diversity of voices creates a culture that contributes to student success.



Achieving common ground: Creating common understanding and expectations

- Achieving common ground to hire for diversity. Explore the importance of Faculty and Administrators dialogue to align goals to hire for diversity.

Approaches to professional development to transform hiring practices

- How should we approaching professional development? Deeping our conversation on implicit bias and merit based decisions.

Program Outline

9:30-10:00 Registration and Sign-in

10:00-10:05 Welcome and Opening

10:05-11:05 General Session 1: Implicit Bias

11:05-11:15 BREAK

11:15-12:15 General Session 2: EEO/Legal Requirements

12:15-1:15 LUNCH

1:15-2:30 Breakout Sessions

Breakout #1 **Innovative Strategies for Hiring Faculty of Color**

Breakout #2 **Revamping the Recruiting Process to Attract a Diverse Faculty**

Breakout #3 **Broadening Screening Pools Through Effective Minimum Qualifications and Equivalency Screening Criteria**

2:30-2:45 BREAK

2:45-4:00 Breakout Sessions

Breakout #4 **Mentoring and Retaining a Diverse Faculty**

Breakout #5 **Achieving common ground: Creating common understanding and expectations**

Breakout #6 **Title: Approaches to professional development to transform hiring practices**

