



California Community Colleges

SYSTEM WEBINAR SUMMARY (APRIL 2022): MOVING THE NEEDLE ON EQUITY IN EEO

The primary item on the agenda was ensuring that colleges are making progress on increasing equity and diversity in the hiring of faculty and staff. The webinar included college presenters sharing EEO strategies and resources.

How is Faculty Diversity Important, Yet Challenging?

- Diversity in faculty [improves outcomes](#) for students.
- All faculty engage in more diverse pedagogical practices in the classroom when exposed to faculty of color.
- Despite these known benefits as demonstrated in research, [little progress](#) has been made in diversifying faculty.
- Hiring committees [demonstrate](#) a bias toward finding like-minded candidates and a preference for degree and pedigree. There is fear of discussing diversity and equity, and little perception of personal responsibility given that final selection of candidates is up to presidents. In short, hiring structures are designed to exclude faculty of color.

How is the System Taking Action on Diversity, Equity, Inclusion and Accessibility (DEIA)?

- In 2016, the CCCCO implemented [Multiple Methods policy criteria](#) for allocating EEO funds in 9 areas across the pre-hiring, hiring, and post-hiring process, although the criteria are not widely known across the colleges.
- In 2019, the Board of Governors took three major actions in response to the Vision for Success Diversity, Equity and Inclusion (DEI) Task Force:
 - Approved 68 recommendations outlined in the [DEI Integration Plan](#);
 - Adopted a new [DEI statement](#) in Title V; and
 - Committed to continued advocacy to augment state resources to implement the DEI Integration Plan.
- In 2022, the CCCCO has:
 - Dispersed \$15 million to districts to support EEO initiatives, and will be allocating \$5 million in mini grants to support district innovation.
 - Revised the best practices handbook that summarizes pre-hiring strategies (e.g., internship and mentorship programs), hiring practices (e.g., job announcements, assessment questions, committee membership), and post-

hiring strategies (e.g., onboarding and professional development), to be available later this spring.

- Put together six professional development modules leading to an EEO certificate, to be available on the Vision Resource Center (VRC) in May.

What Can Colleges Do to Improve EEO Processes?

- Use data on hiring within departments and across the college in the last 5-10 years to inform the process.
- Conduct an equity and diversity check (a form for this is under development).
- Mentor adjunct faculty to get them ready for the hiring process.
- Volunteer to serve on hiring committees.
- Prioritize the needs of students when hiring.

What is Rancho Santiago CCD's "Rancho Academy"?

- [Rancho Academy](#) is a diversity pipeline for faculty hiring, launched in October 2020. It is a 10-week cohort program with instruction, mentorship and guidance on career development, enrolling those interested in PT/FT faculty jobs in the CCC.
- Students access the curriculum through Canvas, free of charge, and receive a certificate.
- Rancho Academy has graduated 123 students in the last 18 months; 84% are nonwhite. It has partnered with UC and CSU to create a pipeline from graduate school to the academy and to employment across the CCC (not just RSCCD).

How Has [Ohlone College](#) Changed Its Practices?

- Job announcements emphasize the importance of equity-minded practices, and the application includes a required diversity statement on relevant experience.
- Implicit bias and diversity training is provided to anyone serving on hiring committees, and the college holds "lunch and learn" sessions on DEIA for managers. The VRC includes several relevant training modules.
- Screening of applicants is based on a rubric of criteria based on the job description, and an EEO officer ensures the committee assesses the candidates' diversity and equity work in addition to specific skill sets.
- EEO trainings are provided year-round through professional development, seminars, workshops, and onboarding processes.
- A "[brave spaces and conversations](#)" agreement is used for committee members.
- The college has seen progress over the last decade on increasing the shares of Asian, Black, and Latinx employees among both faculty and staff.
- Ohlone students created a [documentary](#) that includes discussions of Ohlone's commitment to building an Anti-Racist campus.