

EQUAL EMPLOYMENT OPPORTUNITY (EEO) 10-POINT PLAN FOR FACULTY DIVERSITY HIRING



California
Community
Colleges

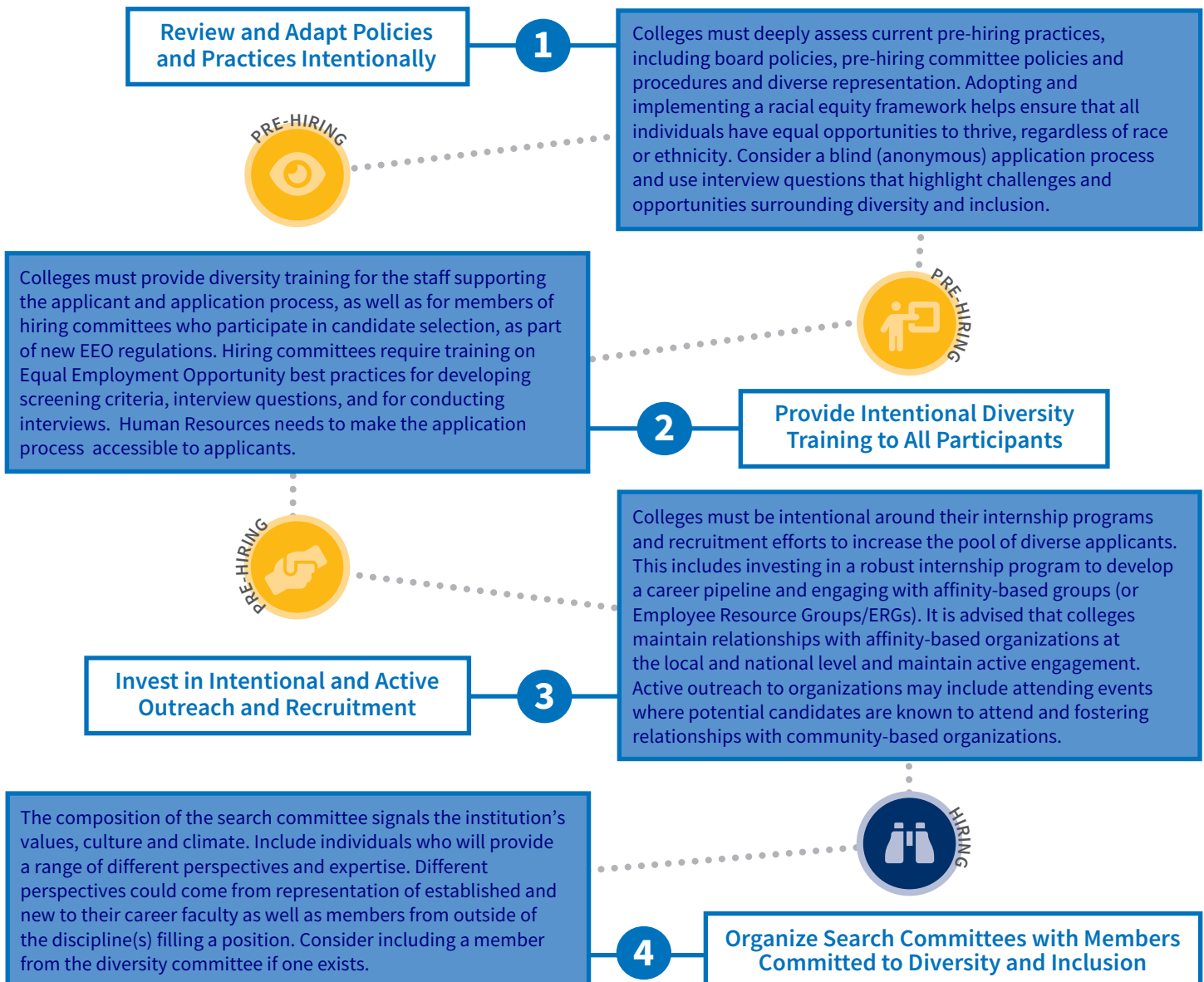
Overview Summary

Increasing diversity in faculty, staff and administrators centers around the hiring process. Each phase of the hiring process has opportunities to implement practices that affect the diversity outcomes of new employees. The California Community Colleges Equal Employment

Opportunity (EEO) 10-Point Plan covers high-impact best practices categorized in four areas: Pre-Hiring, Hiring, Post-Hiring and Collaboration. Here is a summary of those 10 best practices:

“*The integral programing opportunities of our institutional framework is the catalyst that propels and disrupts historically institutionalized cycles of generational poverty. As evident by the richness and diversity of our students, opportunity and access is a salient prerequisite for institutional advancement. Research shows that representation is a multiplier not only in the faculty who teach our diverse student populations but, in the methodology, and pedagogical practices that directly impact and inform our curriculum, textbooks and distinct learning frameworks.*

– Dr. Abdimalik Buul, Visiting Executive of Educational Excellence Equal Employment Opportunity Program





5 Include Students on Committees for Important Perspective

Institutions are encouraged to include a student representative as a best practice of creating diversity and implementing a unique perspective. The California Education Code's equal employment opportunity (EEO) provisions support the participation of students to ensure the community college workforce is "continually responsive to the needs of a diverse student population."



Cluster hiring or hiring multiple faculty into one or more departments based on shared, interdisciplinary scholarly interests is seen as a way to advance and integrate faculty diversity or other aspects of the college mission, such as teaching or community engagement. This hiring process can be beneficial for attracting applicants from historically underrepresented backgrounds and increasing diversity in faculty hiring, and cluster hiring suggests the building of communities in cohorts.

6 Consider Cluster Hiring to Increase Diversity and Interdisciplinary Collaboration



Onboarding is a critical stage in ensuring the retention of the new faculty from day one. Focus on equipping the new faculty with tools and knowledge to succeed within their department while navigating the culture of the organization. Include affinity group leaders in the onboarding planning process to create a plan for the new faculty to feel welcome and connected. Include tools to succeed such as sample frameworks, syllabi, professional development handbooks and toolkits. Revisit tenure process to be more explicit about requirements to teach, work and lead.

7 Develop Inclusive Comprehensive Onboarding Program to Support Faculty Success



Holistic and intersectional mentoring provides a strong foundation for faculty, particularly faculty of color, to have opportunities to build support and thrive as professional, respected educators on campus. A mentoring program which ensures that new faculty are informed, included and supported in a true collaborative environment requires a thoughtful matching with a mentor who is committed to advocating for their mentee. A sustainable and structured mentorship program is strongly recommended, developed by relevant stakeholders to ensure continuity and accountability.

8 Ensure Intentional and Continuous Mentoring for Strong Faculty Foundation



9 Monitor Campus Climate and Provide Professional Learning Opportunities

Campus climate surveys and stay and exit interviews are proven to be an effective temperature check of institutions' sense of belonging and environment for employees. Data collection and quality analysis is critical to informing the college and district of the current climate, the goals and the progress of DEIA efforts. Key opportunities for a welcoming campus climate and professional development include access to opportunities for advancement, diversified and rotating chairships and training for administrators to work effectively with faculty.



Engaging the ecosystem of hiring within the institution is how holistic change occurs in the in pre-hiring, hiring and post-hiring stages. The opposite, which is operating in silos, is counterproductive to innovative strategies such as clustering hiring, or the establishment of affinity groups. The imperative to engage all stakeholders from the campus, including students, classified professionals and administrators, to diversify the faculty ranks is paramount. The focus of California's community colleges on being student centered and fostering a sense of belonging is aligned with establishing an ethos of belonging for our faculty and hence could benefit from other constituent groups championing the effort to increase the diversity of faculty.

10 Collaboration is Key to Implementing Diverse Hiring Practices

For more detailed information about these 10 best practices, reference the California Community Colleges Equal Employment Opportunity (EEO) 10-Point Plan (2023) at <https://www.cccco.edu/>



Equal Employment Opportunity and Diversity Advisory Committee

