

El Camino College
College Council Resolution in Support of Increasing Faculty Diversification
Resolution No. 05-18-2020D

Whereas, to properly serve a growing diverse population, the District endeavors to hire and retain faculty and staff who are sensitive to, and knowledgeable of, the needs of the continually changing student body it serves; and

Whereas, through an educational experience in an inclusive environment, our students will be better prepared to work and live in an increasingly global society; and

Whereas, the El Camino College's vision statement asserts our highest value is placed on our students and their educational goals; interwoven in that value is our recognition that the faculty and staff of El Camino College are the College's stability, its source of strength and its driving force; and

Whereas, El Camino College holds five core values, including the value of *diversity*, stating "we embrace our similarities and differences to promote an inclusive campus community with equitable outcomes for all"; and

Whereas, El Camino College joins the El Camino College Academic Senate in supporting the increased diversity of faculty at El Camino College and affirming a commitment to prioritizing diversity of teaching experience and thought in district hiring processes; therefore

Resolved, that based on an analysis of racial and ethnic diversity in individual hiring pools, El Camino Community College will develop and implement strategies to improve the diversity of hiring pools, with candidates who demonstrate culturally responsive practices, where such diversity is lacking; and

Resolved, that a priority is placed upon diversity within hiring committees and hiring pools, and that continued professional development be offered in the area of implicit bias in decision making, particularly within the context of hiring recommendations; and

Resolved, that selection committees systematically reflect on the diversity of background and experience when evaluating candidates for faculty positions, and that this reflection is evident in the candidates who advance to final interviews for faculty positions; and

Resolved, that El Camino College reaffirm its commitment to the goals and values as stated in its mission, vision and values statements and that such goals remain at the center of El Camino College in its selection of excellent faculty who reflect the diversity of the El Camino College student body.

Effective Date. This resolution shall take effect from and after the date of approval and adoption thereof.

PASSED AND ADOPTED this 18 day of May 2020, by the following vote:

AYES:
NOES:
ABSENT:

William Beverly, President of the Board of Trustees

Dena P. Maloney, Secretary to the Board of Trustees