Institutional Effectiveness Partnership Initiative (IEPI) Workshop

Equal Employment Opportunity & Faculty Diversity

Save-the-Dates

Why? It is believed that in academic years 2014-17, California community colleges will have an exponential increase in full-time faculty hiring not seen for nearly two decades – with an estimated 1,100 new full-time faculty members this academic year alone. Yet the past ten years, only 20%-30% of full-time faculty hires were from underrepresented communities.

Studies prove the educational benefits of a diverse faculty, which have help to close achievement gaps by 20-50%. Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom.* American Economic Review, 104(8): 2567-2591.

Education Code Section 87100 states the need for a "work force that is continually responsive to the needs of a diverse student population [which] may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity." Title 5 Section 53003 requires that hiring committees be trained on the educational benefits of workforce diversity**,** the elimination of bias in hiring decisions, and best practices in serving on a selection or screening committee.

Who? Faculty, classified professionals, students, and administrators are invited to join in the following activities. Save these dates, with more information to come.

EQUAL EMPLOYMENT OPPORTUNITY AND FACULTY DIVERSITY SUMMITS

Co-sponsored with the Academic Senate of California Community Colleges, CCCCO will host two statewide summits for all those on hiring committees and HR staff involved in hiring.

Monday, November 2, 2015 (10 a.m. – 4 p.m.) at DeAnza College
Wednesday, November 4, 2015 (10 a.m. – 4 p.m.) at the Irvine Marriott (Pre-Academic Senate Plenary Session)

3-PART WEBINAR SERIES

Part 1: Sending the Message before Hiring Process Begins: EEO Laws and District Policies/Procedures

Monday, September 28 (3:30 p.m. – 5:00 p.m.)
Nitasha Sawhney & Mary Hernandez (Garcia, Hernandez, Sawhney & Bermudez, LLP)
Thuy Thi Nguyen, Interim General Counsel (CCCCO)
Panel of experts (HR, CEO, Trustee, Faculty, and Attorney)

Part 2: Best Practices & the Law on Selection Committee, the Interview, and Deliberation Process

Wednesday, October 14 (3:00 p.m. – 5:00 p.m.)
Paul Loya and Meredith Brown (Andelson, Aktinson, Loya, Ruud, and Romo)
Thuy Thi Nguyen, Interim General Counsel (CCCCO)
Panel of experts (HR, CEO, Faculty, and Attorney)

Part 3: After Making the Hire: Promoting Inclusion

Friday, October 23 (1:30 p.m. – 3:00 p.m.)
Nitasha Sawhney & Mary Hernandez (Garcia, Hernandez, Sawhney & Bermudez, LLP)
Thuy Thi Nguyen, Interim General Counsel (CCCCO)
Panel of experts (HR, CEO, Trustee, Faculty, and Attorney)

Contact:

If you have any questions, please contact Ms. Thuy Thi Nguyen at tnguyen@cccco.edu.