



Equity Minded Practitioners

October 5, 2020

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Agenda:

- Intro
- Hiring Procedures
- Board Policy
- Digital Equity Walks
- Updates
- Efforts (HSI, Courses)

Intro:

Diane Fiero went over the hiring procedures AP 7120 and board policy BP 7100. COC is making sure there is a real emphasis on the want and need for diversity among our faculty.

AP 7120A Hiring Procedures – Contract Faculty (Tenure-Track)

It is the intent of the Board of Trustees and the District that policies and procedures ensure the hiring of college faculty who are expert in their subject areas, skilled in teaching, serve the needs of a diverse student population, are willing to foster overall college effectiveness, and are sensitive to and representative of the diversity of the district.

Faculty members and administrators participate in all appropriate phases of the hiring process. All faculty hiring processes shall be characterized by strict confidentiality.

These hiring procedures are subject to review and revision at the request of the Academic Senate, the Administration, or the Board of Trustees. Such revised procedures shall be developed and approved before replacing the previous hiring procedures.

Reference: Education Code Sections 87100 et seq., 87400, and 88003; ACCJC Accreditation Standard III.A.1

SCCSD Board Policy 7100 Commitment to Diversity

The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success. The Board recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The Board is committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates. (Approved 05/14/08)

Reference: Education Code Section 87100 et seq.; Title 5, Section 53000, et seq.

Hiring Procedures Discussion:

- Policy is in review process and everyone contributed in different revisions. Diane Fiero: Policy has been reviewed but has not gone to full senate. We are trying to change the letter of recommendation step in the hiring process.
- We need to go beyond diversity and be inclusive of the diversity. Skills test should be done during interviews.
- Some candidates are not good at interviewing but are “rock-stars”. One of the things we are trying to change: “The teaching demo traditionally has scored the same way as any individual interview question”. We want the teaching demo to count for 30-40% of the overall score. We want to hire people that teach well and not just interview well.
- Shared a concept from a comedy show. They did a blind hiring process, asked for a writing sample without name or photo. They ended up having the most diverse writers.
- We have thought about removing names in the interview process before similar to a blind screening.
- We have a structural problem with hiring short term employee. The usual hires are family members or neighbors. When a classified position opens up, the short-term employee who already knows the college system seems to have an inside track compared to new applicants.
- We may want to use a multi-prong approach to try and get a more unbiased assessment of candidates including education and professional development in behalf of the committee.
- We need to interview more people and give more time during interview process. If you start with a group that is not very diverse, you’re not going to end up with a diverse group in the end. We need to have a stricter process from the adult hourly and adjunct pool.
- Prop 16 (not being color blind)- will this play into trying to hire a diverse group of people? What changed for us is when 209¹ was implemented; we could not relaunch the hiring pool if there wasn’t enough diversity. Prop 16², if it passes, would change that.
- It’s difficult when you are trying to hire someone from the college because someone may already have a perception from that candidate.
- People will have biases but the only way to influence that is to perform the best way possible. Relationship management is key. It is important to grow as an employee. I
- The adjunct pool rankings make it very difficult to keep a new hire who would change our diversity because they are so low on the list, we can’t give them enough classes to

¹ CA Proposition 209-amended the state constitution on 1996 to prohibit state governmental institutions from considering race, sex, or ethnicity, specifically in the areas of public employment

² The **Repeal Proposition 209 Affirmative Action Amendment**,

encourage them to stay.

- We have to treat our in-house candidate the same as external candidates. Be concrete on the scoring notes. Show outline on how the scoring is based on. We have some great people on campus but not great interviewers. There is a component within the EEO training that outlines the best practices for all candidates.
- There's been a challenge during faculty hiring. A person may not be used to managing 50 student classrooms depending on their teaching experience. Changing the most qualified perception to the one with the most training and diversity.
- A blurb from a literature I read: cultural fit to cultural add. What can a candidate add instead of just having them easily fit in to a pre-existing mold.
- It doesn't mean that a short-term are not great candidates. They may be in a better position since they have the college experience. I am pertaining to hiring people that are more diverse instead of looking into neighbors and people we know.
- I see questions on use of Colleague, or Canvas, or other items, but I don't feel like it should weigh heavily. I think it would be better if we ask if they use a student information system, or a learning management system, because they are simply different crayons from the same box.
- We are looking at potential and not what they've done in the past.
- We tend to hire the candidate with the highest credential (doctorate, ivy league). We need to look into larger pool that brings more culturally competent candidate and not just their credentials.
- If they work part-time, they have an automatic in. We have less content specialist, more well-rounded committee. Perhaps we need to reduce the amount of people in the hiring committee.
- I have seen it play out both ways. I have seen people that amazing regarding content, but they were not a good fit for the college and the other way around. Which goes to setting the parameters of the screening criteria and many other areas of this policy.
- We want to make sure everyone is heard so feedbacks are welcome. We can have an HR representative present at interviews.
- LACCD did do a nice job on having an invited administrator from one of their 9 colleges to participate on hiring committees. I also loved that as an EEO, I had a yearly training on equity/inclusion/latest research on best practices. As an EEO, the committee could not meet without an EEO present for all deliberations as well as the interviews, post-interview processes.
- How do you coach the committee to take the bias out of the equation? We need to have the committee have content knowledge.
- There are other committees that have outside members (not hiring committee) and perhaps we can apply the same to our hiring committees.

- Some colleges are including students in the hiring committees, we are looking into this. We can have student sit in the teaching demos or sit in on the second round of interviews. A lot of hours are spent in the hiring process so this is something we need to consider.

Promises and Pitfalls of Diversity Statements: Proceed with Caution

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6309930/>

Digital Equity Walks

- Discussed an idea for conducting a 'digital' Equity walk which essentially gives scenarios consisting of various student 'types' and asks them to navigate the website to do certain things like (financial aid info, register for courses etc).
 - Have counselors available between 6-8pm for students that work full time.
 - Student feel less engaged when they have no one to interact with.
 - Adjuncts and students are great source for feedbacks.
 - Meet virtually- faculty, students, staff members and executive members. Discuss what changes they have made to make things more conducive.
- We would need to figure out the logistics but one option is to dedicate most of the time for the next EMP meeting to an exercise like this (October 28th). Ideally, we would need students and cross-functional groups in breakout rooms with assigned scenarios.

Efforts

- We are still looking into creating an HSI logo.
- Create a repository of courses that are relevant to DEI.
- Make lists available on website, and add which requirements each course would meet.
- Overview of the DEI efforts

EMP Fall Meetings

- Wednesday, October 28th, 3pm-4:30pm /5pm (possibly extend to 2 hrs.)
- Monday November 19th, 3-4:30pm
- Thursday December 3rd, 3-4:30pm