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**ASCCC Spring 2019 Hiring Regionals**

**Theme: An Equitable Approach to Increasing Student Success**

**Norco College**

February 28, 2019

Program Description:

Faculty diversity is a critical component in the support of student success, and each California community college has a responsibility to develop a workforce that reflects the diversity of its community and is best prepared to serve the college’s specific student populations. At this event titled: "An Equitable Hiring Approach to Increasing Student Success", the Academic Senate for California Community Colleges Equity Diversity and Action Committee and Faculty Development Committee will present important considerations for conversations on faculty hiring, including ways to diversify and expand hiring pools and reshape search processes to focus on candidates who understand and are committed to our students. By highlighting the importance of cultural sensitivity and appreciation as well as instructional excellence, along with considering the specific needs of our local student populations and communities, we can promote both student success and faculty diversity, two concepts that not only are not in opposition but that in reality are linked to each other. Topics to be discussed will include recruiting and diversifying applicant pools, hiring committee processes and structures, hiring criteria, using equivalency processes effectively, and more. Attendees will engage in hands-on exercises to develop equity-focused and student-focused interview questions that they can take back to their colleges. Join us for this important discussion as we all work to increase student success by promoting greater faculty diversity and a focus on understanding and serving students.

Program Goals:

1. Explore how to achieve the racial and ethnic diversification of faculty

2. Examine hiring processes and procedures from an equity lens

3. Examining systems for implicit bias and unconscious design flaws

Program Outcomes:

Participants will end the day with an action plan to transform or improve their local hiring committee policy, processes and procedures.

**Program Schedule**

**9:30 A.M.-4:00 P.M.**

9:30-10:00 **Registration and Sign-in**

10:00-10:05 **Welcome & Opening**

Mayra Cruz, Area B Representative, Faculty Development Committee Chair ASCCC

Silvester Henderson, At-Large Member, Equity & Diversity Action Committee Chair ASCCC

10:05-10:50 **Implicit Bias in Faculty Diversification**

*Mayra Cruz, Area B Representative ASCCC*

Dr. Byron Cliff-Breland, Chancellor San Jose Evergreen

Community College District

10:50-11:00 *Break*

11:00-11:45 **Equal Employment Opportunities/Legal Requirements**

*Silvester Henderson, At-Large Representative ASCCC*

Laura Schulkind, Partner Liberty, Cassidy & Whitmore Law

11:45- 12:15 *Lunch*

12:15-12:55  **Achieving common ground: Creating common understanding and expectations**

*LaTonya Parker, South Representative ASCCC*

Nathaniel Donahue, Santa Monica College

Sandy Somo, Glendale College

This session will discuss achieving workplace diversity through relating job performance to skills and abilities of qualified candidates through intentional organizational practices. Our focus will be on deliberate dialogue of achieving common ground between faculty and administrators to align goals for diversification practical strategies with three practitioners dedicated to address potential institutional barriers to equal employment opportunities.

12:55-1:00 *Transition*

1:00-1:40  **Innovative strategies for hiring faculty of color**

*Silvester Henderson, At Large Representative ASCCC*

LaTonya Parker, South Representative ASCCC

Robin Allyn, Mira Costa College

Khalid White, San José City College

This session will cover various innovative strategies that can be used to expand hiring opportunities for racially & ethnically diverse faculty.

1:40-1:50 *Break*

1:50-2:30 **Mentoring and retaining a diverse faculty**

*Silvester Henderson, At Large Representative ASCCC*

Robin Allyn, Mira Costa College

Sandy Somo, Glendale College

Khalid White, San José City College

The focus for this session is on ways to welcome, retain and support faculty to ensure that a diversity of voices creates a culture that contributes to student success.

2:30-2:35 *Transition*

2:35-3:10 **Revamping the recruitment process to attract diverse faculty**

*Mayra Cruz, Area B Representative ASCCC*

Michelle Bean, At-Large Representative ASCCC

Inclusive marketing and recruitment strategies are key to increasing an ethnic and racial diverse pool. This session will focus on successful marketing processes and recruitment strategies.

3:10-3:20 *Break*

3:20-3:45 **Faculty Diversity Action Plan**

 Mayra Cruz, Area B Representative ASCCC

 Silvester Henderson, At-Large Member ASCCC

During this session you will have an opportunity to identify actions to implement at your campus.

*ASCCC Faculty Diversification resources webpage* [*https://asccc.org/faculty-diversification-resources*](https://asccc.org/faculty-diversification-resources)