

# AS 3 Equity Minded Hiring Principles and Practices

WHEREAS, Education Code §87360 Hiring Criteria<sup>1</sup>, Subdivision (a), states that applicants for faculty and administrator positions demonstrate, as a criterion for hiring beyond the state minimum qualifications, “a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students”, that is included in all job announcements and assessed during the applicant screening process, per the requirements of Title 5. §§53022 and 53024; and

WHEREAS, current faculty screening and selection practices at Las Positas College may emphasize discipline-specific hiring criteria at the expense of assessing job applicants and candidates on their abilities to “demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students”; and

WHEREAS, at its November 10, 2021 meeting, Las Positas College Academic Senate approved LPC Equity Statement<sup>2</sup> as a consent item so that LPC’s Equity Statement can be included in all future job listings; and

WHEREAS, at the November 19, 2021 Equity-Minded Hiring Principles and Practices webinar<sup>3</sup>, the Equity and Diversity Action Committee of the Academic Senate for California Community Colleges (ASCCC) with the Association of Chief Human Resources Officers (ACHRO) provided specific information, resources, and strategies to help Las Positas College work towards being culturally responsive and increasing diversity in faculty hiring practices<sup>4</sup> in addition to increasing and supporting historically marginalized and underrepresented faculty on campus; now therefore be it

RESOLVED, That the Las Positas College Academic Senate endorses and recommends implementation of the EquityMinded Principles and Practices from the ASCCC-ACHRO<sup>5</sup> into LPC’s faculty hiring practices; let it be further

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<sup>1</sup> California Education Code §87360 Hiring Criteria:

[https://leginfo.legislature.ca.gov/faces/codes\\_displaySection.xhtml?lawCode=EDC&sectionNum=87360](https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=EDC&sectionNum=87360)

<sup>2</sup> Las Positas College Equity Statement:

[http://www.laspositascollege.edu/gv/academicssenate/LPCEquityStatement\\_September2021.pdf](http://www.laspositascollege.edu/gv/academicssenate/LPCEquityStatement_September2021.pdf)

<sup>3</sup> Equity-Minded Hiring Practices ASCCC-ACHRO:

[https://clpccdorg-my.sharepoint.com/:p:/g/personal/clee\\_laspositascollege\\_edu/EQE\\_lg3DTWpJmaFlz8DzdvUBKUR8k9vEcQBW6ycPjKz57w?e=fR1DrD](https://clpccdorg-my.sharepoint.com/:p:/g/personal/clee_laspositascollege_edu/EQE_lg3DTWpJmaFlz8DzdvUBKUR8k9vEcQBW6ycPjKz57w?e=fR1DrD)

<sup>4</sup> AACU, “Someone Who Looks Like Me”: Promoting the success of students of color by promoting the success of faculty of color: <https://www.aacu.org/liberaleducation/2017/spring/benitez>

<sup>5</sup> Equity-Minded Hiring Practices ASCCC-ACHRO:

[https://clpccdorg-my.sharepoint.com/:p:/g/personal/clee\\_laspositascollege\\_edu/EQE\\_lg3DTWpJmaFlz8DzdvUBKUR8k9vEcQBW6ycPjKz57w?e=fR1DrD](https://clpccdorg-my.sharepoint.com/:p:/g/personal/clee_laspositascollege_edu/EQE_lg3DTWpJmaFlz8DzdvUBKUR8k9vEcQBW6ycPjKz57w?e=fR1DrD)

RESOLVED, That the LPC Academic Senate recommends the district, LPC administration, Faculty Association, Classified Senate, faculty, staff, and students collaborate on making this happen for upcoming future hires.

#### Further Reading

1. Centeno, J (2021) Why We Need More Faculty of Color in Higher Education:  
<https://www.forbes.com/sites/civcnation/2021/05/12/why-we-need-more-faculty-of-color-in-higher-education/?sh=56f7325964f2>
2. Peele, T, and Willis, D. J, (2021) California's failure to diversity community college faculty tied to arcane state law:  
<https://edsources.org/2021/californias-failure-to-diversify-community-college-faculty-tied-to-arcaic-state-law/648977>
3. Llamas, J.D., (2021) The case for greater faculty diversity: Examining the educational impacts of student-faculty racial/ethnic match:  
<https://www.tandfonline.com/doi/abs/10.1080/13613324.2019.1679759?journalCode=cre20>