

**ASCCC Spring 2019 Hiring Regionals**  
**Theme: A Equitable Approach to Increasing Student Success**

2/28 - Norco College

**1/8/19 UPDATE**

**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 Outline**

- 9:30-10:00    Registration and Sign-in
- 10:00-10:05    Welcome and Opening (Cruz/Henderson)
- 10:05-11:05    General Session 1: Implicit Bias  
*Mayra Cruz, At-Large Representative ASCCC*

Dr. Byron Cliff-Breland, Chancellor San Jose Evergreen Community College District

11:05-11:15 BREAK

11:15-12:15 General Session 2: EEO/Legal Requirements  
*Silvester Henderson, At-Large Representative ASCCC*  
Laura Schulkind, Partner Liberty, Cassidy & Whitmore Law Firm  
Leigh Anne Shaw, Skyline College

12:15-12:45 LUNCH

12:45-2:00 Breakout Sessions:  
**Breakout #1 Innovative Strategies for Hiring Faculty of Color**  
This breakout will cover various innovative strategies that can be used to expand hiring opportunities for racially & ethnically diverse faculty.  
Presenters:  
*Silvester Henderson, At-Large Representative ASCCC*  
LaTonya Parker, South Representative ASCCC  
Khalid White, San José City College

**Breakout #2 Revamping the Recruiting Process to Attract a Diverse Faculty**

The focus of this session is on creating an inclusive job announcement and successful marketing process.

Presenters:

*Mayra Cruz, At-Large Representative ASCCC*  
Manny Kang, Evergreen College  
Leigh Anne Shaw, Skyline College

**Breakout #3 Broadening Screening Pools Through Effective Minimum Qualifications and Equivalency Screening Criteria**

This session will explore intentional approaches for mitigating barriers created by current equivalency processes, minimum qualifications, preferred qualifications and screening criteria.

Presenters:

*Rebecca Eikey, Area C Representative ASCCC*  
David Morse, Past-President ASCCC, Long Beach City College  
Nathaniel Donahue, Santa Monica College  
Sandy Somo, Glendale College

2:00-2:15 BREAK

2:15-3:30 Breakout Sessions  
**Breakout #4 Mentoring and Retaining a Diverse Faculty**

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.

Presenters:

*Silvester Henderson, At-Large Representative ASCCC*

Rebecca Eikey, Area C Representative ASCCC

Nathaniel Donahue, Santa Monica College

Khalid White, San José City College

**Breakout #5 Achieving common ground: Creating common understanding and expectations**

This session will focus on achieving common ground to hire for diversity. Explore the importance of Faculty and Administrators dialogue to align goals to hire for diversity.

Presenters:

*LaTonya Parker, South Representative ASCCC*

**To be invited: Regina Stanback-Stroud, President Skyline College**

David Morse, Past-President ASCCC, Long Beach City College

Manny Kang, Evergreen College

Sandy Somo, Glendale College

**Breakout #6 Approaches to professional development to transform hiring practices**

This session will explore how should we approaching professional development and deepen our conversation on implicit bias and merit based decisions.

Presenters:

*Mayra Cruz, At-Large Representative ASCCC*

Leigh Anne Shaw, Skyline College

Michelle Bean, Rio Hondo College

3:30 Closing Session/Reflection

ASCCC Faculty Diversification resources webpage <https://asccc.org/faculty-diversification-resources>