Resolution 20-1: Diversity and Hiring Practices
tŚĞƌĞĂƐ͕ĂĐĐŽƌĚŝŶŐƚŽdŝƚůĞϱĐŽĚĞ͕ƐĞĐƚŝŽŶϱϯϮϬϯ͕͞dŚĞĂƉƉŽŝŶƚŵĞŶƚŽĨĨĂĐƵůƚǇŵĞŵďĞƌƐƚŽƐĞƌǀĞŽŶ
college or district committees, task forces, or other groups dealing with academic and professional
matters, shall be made, after consultation with the chief executive officer or his or her designee, by the
academic senate.͖͟
tŚĞƌĞĂƐ͕ĂĐĐŽƌĚŝŶŐƚŽ,ĂƌƚŶĞůůŽůůĞŐĞWϳϮϭϬ͕͞ŽŶƐŝƐƚĞŶƚǁŝƚŚdŝƚůĞϱ͕ƐĞĐƚŝŽŶϱϯϬϮϰ͕ĂůůƐĐƌĞĞŶŝŶŐ
and interview committees should have diverse membership, considering such factors as gender, race,
ĞƚŚŶŝĐŝƚǇ͕ĂŐĞ͕ƐĞǆƵĂůŽƌŝĞŶƚĂƚŝŽŶ͕ĂŶĚĞǆƉĞƌŝĞŶĐĞ͖͟
tŚĞƌĞĂƐ͕ƉƌŽƉŽƐĞĚĐŚĂŶŐĞƐƚŽdŝƚůĞϱƌĞĐŽŐŶŝǌĞƚŚĂƚ͕͞dŽĂĚǀĂŶĐĞŽƵƌŐŽĂůƐŽĨĚŝǀĞƌƐŝƚǇ͕ĞƋƵŝƚǇ͕
inclusion, and social justice for the success of students and employees, we must honor that each
individual is unique and that our individual differences contribute to the ability of the colleges to
prepare students on their educational journeys. This requires that we develop and implement policies
and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold