

The Hartnell Academic Senate embraces the efforts to address racial inequities on our campus.

On June 5, 2020, in response to the murder of George Floyd and the Black Lives Matter movement, Chancellor Eloy Ortiz declared a call to action for all California Community Colleges with specific recommendations. Furthermore, the Center for Urban Education has outlined a list of priorities to affect positive change in equity hiring. In doing our part to update policies and procedures affecting hiring of faculty members at Hartnell College, we also look to the college's Commitment to Equity statement, specifically:

*We will promote an anti-racism and anti-sexism agenda. We will raise awareness of the historical context of inequity and promote evaluation as well as reform of policies and practices that produce structural inequity.*

*We pledge to work to correct other forms of systemic oppression against students based on race/ethnicity, gender identity, and expression, sexuality, national origin, citizenship status, class, socioeconomic status, ability, language, religion, age, physical appearance, intersections of these identities, and others not yet identified.*

As part of this commitment, the Hartnell Academic Senate looks to change its processes in selecting and appointing faculty member candidates for hiring committees.

Historically, the process has involved the following steps:

1. The Senate president sends out a general call of interest to faculty members for a specific position once a position is posted by Human Resources.
2. The resulting list of volunteers is presented to the entire Senate membership for a vote.
3. The candidate/s with the most votes are forwarded to Human Resources.
4. Human Resources reviews and determines if the committee membership is diverse.

Problems with this process have been acknowledged, including:

1. Resulting committee hires have produced very few Black faculty and no Black administrators.
2. Black faculty member representation on said hiring committees is not adequate. Currently, only four of 115+ full-time faculty members are Black.
3. Senate voting becomes a de facto "popularity" contest, with some faculty members being selected over and over again for different hiring committees.
4. Lack of diversity has resulted in Human Resources rejecting some Senate appointees.

To change the hiring committee process, the Hartnell Academic Senate proposes the following:

1. A general call to interest will be sent to faculty members at the start of the fall and spring semesters to produce a committee pool.
2. Senate membership will approve the entire pool for a semester.
3. Volunteers will self-identify across five demographic categories dictated by law (ethnicity, race, gender, sexual orientation, disability) and one other suggested by Human Resources (religion).
4. Black faculty members will be given first consideration/right of refusal for all hiring committees.
5. For remaining committee positions, Senate Steering will use the demographic list to select a diverse group of faculty.
6. Once a faculty member has served, remaining volunteers will be given first opportunity for subsequent committees.