

Resolution 20-1: Diversity and Hiring Practices

Whereas, according to Title 5 code, section 53203, “The appointment of faculty members to serve on 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.”;

Whereas, according to Hartnell College AP 7210, “Consistent with Title 5, section 53024, all screening and interview committees should have diverse membership, considering such factors as gender, race, ethnicity, age, sexual orientation, and experience”;

Whereas, proposed changes to Title 5 recognize that, “To advance our goals of diversity, equity, 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 ourselves accountable for the results of our efforts in accomplishing our goals. In service of these goals, the California Community Colleges are committed to fostering an anti-racist environment that offers equal opportunity for all”;

Resolved, the Hartnell College Academic Senate will regularly agendaize open dialogue concerning issues of diversity, racism, and systemic oppression;

Resolved, the Hartnell College Academic Senate will develop a faculty appointment process that promotes and supports diverse, equitable, and inclusive hiring practices;

Resolved that the Hartnell College Academic Senate will work intentionally with other campus stakeholders to establish diversity in hiring processes.