

# THEME 2: HIRING OF STAFF, FACULTY, AND MANAGERS THAT REPRESENT THE RACIAL AND ETHNIC DIVERSITY OF OUR STUDENT POPULATION

On behalf of: Perry Martin, Jennifer Clark, Gerald Richardson, Linda Resendiz, Celine Park, Nenagh Brown, Cynthia Osuna, Brandon Elliott, Maria Thayer, Matthew Spinneberg, Ana Barcenas, Claudia Barragan, George Kevanian, Dan McMichael, Gregory Gaines, Emmanuel Guerrero, and Kelly Petrash

Convocation Day

Friday, August 14, 2020

- ▶ Moorpark College Mission Statement
  - ▶ **With a "students first" philosophy**, Moorpark College empowers its diverse community of learners to complete their goals for academic transfer, basic skills, and career education. Moorpark College integrates instruction and student services, collaborates with industry and educational partners, and promotes a global perspective.

OPENING – GERALD RICHARDSON



- ▶ Consider how to optimize/effectivize the work of this district committee, including:
  - ▶ Membership
  - ▶ Charge
  - ▶ Chain of Reporting and Authority
  - ▶ Process for hiring, training and empowering the faculty full-time hiring facilitators

## THE EEO COMMITTEE WORKGROUP – PERRY MARTIN

- ▶ How do we encourage further diversity in hiring both FT and PT faculty, including:
  - ▶ Examine current policies and procedures set by the district and union in comparison with actual processes as carried out at the college.
  - ▶ Encourage cultural competency training and development across the campus.
  - ▶ Create best practices document.
  - ▶ Consider what is needed in order to implement best practices.

## FACULTY HIRING WORKGROUP – NENAGH BROWN

- ▶ How do we encourage further diversity in hiring classified, including:
  - ▶ Examine current processes set by the district and union in comparison with actual processes as carried out at the college.
  - ▶ Implement a tracking system for recruitments.
  - ▶ Strengthen communication between colleges and district HR.

CLASSIFIED HIRING WORKGROUP –  
LINDA RESENDIZ



- ▶ Campus Commitment
- ▶ Leadership Presence
- ▶ Timetable

CLOSING – JENNIFER CLARK

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