



## **BP 7120                      RECRUITMENT AND SELECTION**

### **References:**

- Education Code Section 70901.2, 70902(b)(7) & (d), 87100 et seq., 87458, and 87604.5;
- Title 5 Sections 53000, et seq. and 51023.5;
- ACCJC Accreditation Standard 3

The District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, inclusion, accessibility, and anti-racism in order to achieve the District's mission and support students in achieving their educational goals. The District's recruitment and hiring procedures will allow the District to engage in diversity hiring activities that *increase* the representation of historically marginalized communities in the District's workforce. Diversity hiring includes a hiring process that mitigates unconscious bias and eliminates irrational barriers to employment to allow the District to hire the best candidate. Underrepresented communities consist of individuals holding identities broadly underrepresented in the District's workforce in comparison to their representation in the field or job category within the state of California or nationally in higher education.

The Superintendent/President shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria.

- An Equal Employment Opportunity (EEO) Plan shall be implemented according to Title 5 and BP 3420 Equal Employment Opportunity.
- The District's Equal Employment Opportunity plan will document the multiple measures that capture the broad array of strategies and actions the District uses or will use to ensure equal employment opportunity. The Superintendent/President will provide the Board with an annual report regarding the District's Equal Employment Opportunity Plan.
- Academic employees (faculty and educational administrators) shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

All District employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment.



The criteria and procedures for hiring faculty shall be established and implemented in accordance with board policies and procedures regarding the Academic Senate's role in local decision-making.

The criteria and procedures for hiring educational administrators, classified managers and confidential employees shall be established and implemented in accordance with board policies and procedures regarding local decision-making.

The criteria and procedures for hiring classified employees shall be established after first affording the exclusive classified representative, California School Employees Association (CSEA) organization an opportunity to participate in the decisions.

Also see BP/AP 2510 Participation in Governance and Local Decision-Making.

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