



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

RESOLUTION 21-005

AFFIRMING COMMITMENT TO THE DIVERSITY IN HIRING REFORM STRATEGY

WHEREAS, the Grossmont-Cuyamaca Community College District Governing Board resolved in June 2020 to take bold action to fulfill the District's commitment to diversity, equity and inclusion by increasing the diversity of its faculty, staff and administrators; and

WHEREAS, the percentage of District employees who are people of color is less than the District service area and Grossmont and Cuyamaca College students; and

WHEREAS, the District participated in the California Community Colleges Trustee Fellowship to understand how trustees can support transformational institutional change to advance the student success goals of the statewide *Vision for Success*; and

WHEREAS, the District submitted a reform proposal to improve diversity in hiring so that our employee demographics reflect the rich diversity of Grossmont and Cuyamaca College students, thereby supporting student success; and

WHEREAS, research has shown that student success is improved when students have role models who understand and validate their own lived experiences, impacting student outcomes and student and employee retention.

NOW, THEREFORE, BE IT RESOLVED that the Grossmont-Cuyamaca Community College District Governing Board affirms its commitment to the reform strategy to improve diversity in hiring, which will improve student success and close equity gaps in achievement; and

BE IT FURTHER RESOLVED that the Governing Board will regularly monitor outcomes of the reform strategy at board meetings, workshops and retreats, and will incorporate the reform strategy implementation into the Chancellor's annual goals and evaluation.

