



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

RESOLUTION 21-011

**AFFIRMING GROSSMONT-CUYAMACA COMMUNITY COLLEGE DISTRICT'S
COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION**

WHEREAS, the Grossmont-Cuyamaca Community College District is committed to providing learning and working environments that ensure and promote diversity, equity, and inclusion. People of diverse backgrounds, perspectives, socioeconomic levels, cultures, and abilities are valued, welcomed, and included in all aspects of our organization, as stated in Governing Board Policy 7100.

WHEREAS, GCCCD provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of GCCCD is one of its greatest assets and closely reflects the diverse population of California, as 37.6% of its students are Latinx, 33.3% are White, 7.3% are Asian, 5.8% are Black, 6.6% are two or more races; .46% are Native American, and .34% are Pacific Islander; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there are significant equity gaps in completion rates among student populations, and the *Vision for Success* calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part-time faculty, classified staff and educational administrators. The Board of Governors also adopted Title 5 regulation changes acknowledging that racism, discrimination, and biases exist, and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, GCCCD is a public California community college district, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, GCCCD has taken the following actions to support diversity, equity and inclusion at our colleges:

- Students: efforts to include the student voice to inform Board policies and actions related to faculty and staff diversity
- Board Policies: statements by the board in support of diversity, equity and inclusion
- Human Resources: identify actions to address underrepresentation in current staffing
- Equal Employment Opportunity Plan: actions related to faculty and staff diversity supported by national, state and local data
- Equity Plans: Governing Board to review and update the Equity Plans with the goal of infusing actions to uplift the most vulnerable and socially disadvantaged students in our system
- Professional development: efforts to support increased cultural competencies among staff and faculty and understand implicit bias
- Campus climate and curriculum: campus dialogue, audit of classroom climate and action plans to create inclusive classrooms and anti-racist curriculum

NOW THEREFORE BE IT RESOLVED, that we, the GCCCD Governing Board, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and

BE IT FURTHER RESOLVED that the GCCCD Governing Board will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and

BE IT FURTHER RESOLVED, the GCCCD Governing Board shall publicly review, on an annual basis, the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the District; and the make-up of hiring committees.

