



San Bernardino Community College District
Board of Trustees Study Session
114 S. Del Rosa Drive, San Bernardino, CA 92408
Thursday, March 24, 2016 – 12:00 p.m. – District Board Room

1. **CALL TO ORDER – PLEDGE OF ALLEGIANCE**

2. **INSTITUTIONAL PRESENTATION**
Hiring the Best While Developing Diversity in the Workforce: Legal Requirements and Best Practices for Screening Committees – Laura Schulkind from Liebert Cassidy Whitmore SW (p.2)

Per Title 5 California Code of Regulations 53024.1(g): The district's board of trustees receives training on the elimination of bias in hiring and employment at least once every election cycle.

3. **ANNOUNCEMENT OF CLOSED SESSION ITEMS**
 - a. Public Employee Discipline/Dismissal Release Government Code section 54957: 2 cases

4. **PUBLIC COMMENTS ON CLOSED SESSION ITEMS**

5. **CONVENE CLOSED SESSION**

6. **RECONVENE PUBLIC MEETING**

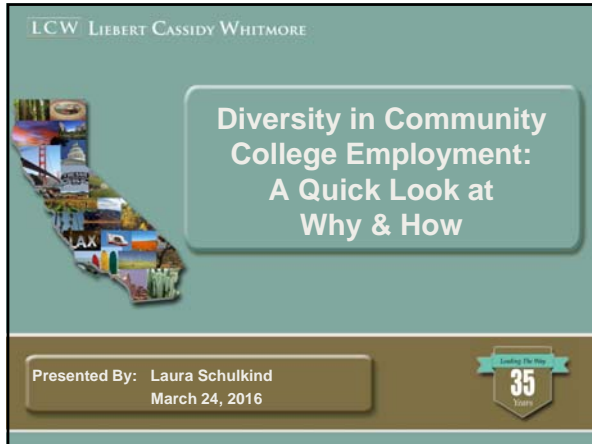
7. **REPORT OF ACTION IN CLOSED SESSION (if any)**

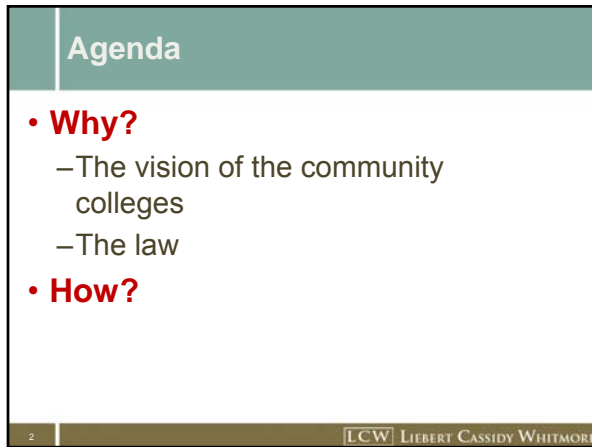
8. **ADJOURN** – the next Board of Trustees Meeting will be a Study Session at 2pm on Thursday, April 14, 2016, at Crafton Hills College Auditorium followed by the Business Meeting at 4pm.

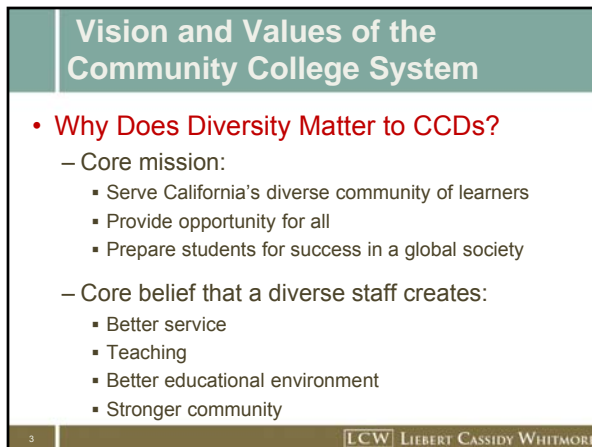
Diversity in Community College Employment: A Quick Look at Why & How

San Bernardino Community College District | March 24, 2016

Presented by: Laura Schulkind







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Vision and Values of the Community College System

- **Why Does Diversity Matter to CCDs?**
 - A diverse group of people who function in an inclusive environment have a better capacity for:
 - creativity
 - recognizing alternatives
 - anticipating problems
 - seeing new opportunities
 - respecting each other

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Federal/State Employment Anti-Discrimination Laws

Prohibition against employment discrimination not new

- Title VII
- ADA
- ADEA
- Title IX
- FEHA

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The Law Has Changed

- Law has long required “equal opportunity” employment
- Meaning of “equal” has changed

equal access → to equal treatment

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The Law Has Changed

Proposition 209*

- Prohibits “preferential treatment” on basis of:
 - Race
 - Sex
 - Color
 - Ethnicity
 - National Origin
- In Public:
 - Employment
 - Education
 - Contracting

*Cal. Const. Art. 1, Sec. 31

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The Vocabulary Has Changed

Affirmative Action → EEO

Underrepresented Groups → Monitored Groups

Affirmative Action Hiring → Diversity Hiring

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The Concepts Have Changed

Improving representation of specific underrepresented groups

→

Creating work environments that are “diverse” in many **meaningful** respects (race/ethnicity, gender, religion, age, disability, sexual orientation, socio-economic status, marital status, geography, etc.)

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The Hiring Challenge

- The law has changed
- The vocabulary has changed
- The concepts have changed

But . . .

- Expected results have not changed

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Expected Results

- Eliminate under representation based on protected status
 - Gender, gender identity
 - Race, color, ethnicity and national origin
 - Disability
 - Sexual orientation

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Expected Results

Regulatory Response:*

- Multi-step EEO & hiring process to promote diversity

*Title 5, Section 51010 *et seq.*

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Developing and Maintaining Institutional Commitment to Diversity* *§ 53024.1.

- **Key premises:**
 - Establishing/maintaining a diverse workforce is an on-going process
 - Appropriate steps depend on the unique circumstances of each institution
- **Key requirements:**
 - Districts shall locally develop & implement indicators of institutional commitment to diversity
 - Sustained effort
 - No specific steps are mandated
 - unless required by State Chancellor

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Developing and Maintaining Institutional Commitment to Diversity* *§ 53024.1.

May include, but not limited to:

- Conducting campus climate surveys & using this information
- Conducting exit interviews & using this information
- Providing training to employees, students & trustees
 - elimination of bias in hiring and employment,
 - cultural awareness
 - discrimination/harassment prevention
- Maintain programs to support newly-hired employees
- Maintain updated job descriptions and/or job announcements.
- Timely and thoroughly investigate all harassment & discrimination complaints & take appropriate corrective action in all instances where a violation is found.
- Convey in publications and website district commitment to diversity & EEO

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Developing and Maintaining Institutional Commitment to Diversity* *§ 53024.1.

May include, but are not limited (con't):

- Conveying commitment to diversity & inclusion in in district mission statement,
 - Including recognition that a diverse workforce promotes educational goals and values.
- Requiring applicants to demonstrate "sensitivity to diversity" in a manner specific to the position
- Providing EEO/diversity assistance to districts
- Maintaining updated curricula to expand global perspective
- Addressing diversity issues in a transparent and collaborative fashion
- Surveying applicants who decline offers & using the information
- Conducting longitudinal analysis

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Strategies to Promote Diversity

Lawful strategies fall into 3 categories:

- Work culture
- Job definition
- Recruiting/hiring

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**Strategies to Promote Diversity:
Focus on work culture**

- **Why?**
 - to improve applicant pools
 - to improve employee retention

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**Strategies to Promote Diversity:
Focus on work culture**

- **How?**
 - Leadership
 - Must have visible “buy-in” at the top
 - Boards
 - Chancellors
 - Presidents
 - Dedication of resources
 - Training
 - EEO Plan & Hiring Procedures
 - Institutional commitment – at all levels

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**Strategies to Promote Diversity:
Rethink Job Definitions**

Key Concepts:

- **Job-Relatedness is key**
- **Diversity does not mean lowering standards**
- **Measuring success is complex**
 - Not about local demographics
 - Numbers may not tell the story
 - Think longitudinally
 - Institutional behavior matters

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**Strategies to Promote Diversity:
Rethink Job Definitions**

- **Modernize and update by asking:**
 - Should we redefine the job?
 - How do issues of diversity impact this work?
 - What **job-related** criteria value/attract diverse candidates?
 - What **job-related** criteria assess “sensitivity to diversity. . .”

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**Strategies to Promote Diversity:
Rethink Job Definitions**

For example, in faculty context:

- Global perspective is consistent with CCD mission
- Is global perspective evident in how jobs are defined and knowledge/skills required?
- If not: reexamine curriculum, programs, majors, etc.

* Note: this will both improve work culture and diversify pool of qualified candidates.

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Strategies to Promote Diversity: Recruitment

Recruiting strategies that:

- Create highly qualified, diverse applicant pools
- From which you hire the most qualified candidate

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Strategies to Promote Diversity: Recruitment

Recruiting strategies that work:

- Screening committee training & best practices
- Add to (don't replace) traditional avenues
- Personal connections with career centers
- Outreach to professional organizations
- Groom your own students
- Make district attractive to applicants
- You are always recruiting and hiring
- Assume a buyer's market

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THANK YOU

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