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Chapter Lead Kristina Hannon:
Chapter 3(CC)&7
Policy Area Chapter 7
Human Resources
References CCLC | Good Practice/
Optional

AP 7100 Commitment to Diversity

The District demonstrates its commitment to diversity by:

- Creating a cohesive and comprehensive approach to align all Diversity, Equity and Inclusion (DEI) work with a goal of strengthening the District's DEI Initiatives
- Creating a process where conversations about cultural competencies can happen outside of the evaluation process
- Support the decolonization and diversification of curriculum
- Develop underrepresented engagement groups that focus on the experiences of faculty, staff, students and our community
- Recruiting and retaining faculty and staff that reflect the diversity of the communities within the District.
- Fostering participation and respect for differences.
- Providing professional development opportunities for faculty and staff, related to equity, inclusion, and diversity.
- Designating specific persons within the District who are given positional authority and responsibility for consultation, oversight, and decision-making with regard to equity, inclusion, and diversity.
- Identifying and correcting barriers within organizational systems.
- Facilitating opportunities that result in effective and meaningful participation.
- Creating ideas and solutions built on a range of perspectives.
- Support faculty in the development of strategies and techniques that are critical to cultural awareness and competencies that will extend to pedagogy, curriculum and research

- Complying with all federal, state, and local laws and regulations regarding equal employment and discrimination in employment.
- Maintaining and abiding by the provisions of the District Equal Employment Opportunity Plan.
- Maintaining and abiding by the provisions of the Student Equity Plan.
- Employing qualified administrators, faculty and staff who are dedicated to student success across a diverse study body.

References:

Education Code Sections 87100 et seq.

Title 5 Sections 53000 et seq.

Approval Signatures

Step Description	Approver	Date
Final Board Approval	Kelly Goodrich	05/2021
Reviewed and Approved per AP 2410	Kelly Goodrich	05/2021