

# Equal Employment Opportunity & Equity in Faculty Hiring Regional Trainings



**INSTITUTIONAL EFFECTIVENESS**  
*Partnership Initiative*

## ***General Information***

It is believed that in academic years 2014-17, California Community Colleges will experience an increase in full-time faculty hiring not seen for nearly two decades, with an estimated 1,100 new full-time faculty members this academic year alone. Yet, in the past ten years, only 20 to 30 percent of full-time faculty hires were from underrepresented groups.

The educational benefits of having a diverse faculty are evident, as studies show that institutions with a diverse faculty closed student achievement gaps by 20 to 50 percent. Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom. *American Economic Review*, 104(8): 2567-2591.

Education Code Section 87100 states the need for a “work force that is continually responsive to the needs of a diverse student population [which] may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity.” Title 5 Section 53003 requires that hiring committees be trained on the educational benefits of workforce diversity, the elimination of bias in hiring decisions, and best practices in serving on a selection or screening committee.

## ***Regional Training Schedule/ Registration/ Cost***

All regional trainings will take place from **10 a.m. to 3:30 p.m.** (Moorpark College 9 a.m. to 3:30 p.m.). Registration is required through EventBrite. There is a **\$50** registration fee for attending (lunch is included).

*Friday, January 8* at **Moorpark College**

Registration link: <http://iepi-regionaldiversitysummit.eventbrite.com>

*Friday, January 29* at **Chabot College**

Registration link: <http://eoo-equityinfacultyhiring-chabot-01292016.eventbrite.com>

*Thursday, January 14* at **MiraCosta College**

Registration link: <http://eoo-equityinfacultyhiring-miracosta-01142016.eventbrite.com>

*Wednesday, February 10* at **Clovis Community College**

Registration link: <http://eoo-equityinfacultyhiring-clovis-02162016.eventbrite.com>

*Monday, January 25* at **North Orange County CCD**

Registration link: <http://eoo-equityinfacultyhiring-northocccd-012516.eventbrite.com>

*Tuesday, February 16* at **Yuba College**

Registration link: <http://eoo-equityinfacultyhiring-yuba-02162016.eventbrite.com>

*Friday, February 19* at **LA Trade and Technical College**

Registration link: <http://iepi-eeo-equityinfacultyhiring-laccd-021916.eventbrite.com>

## ***Who Should Attend?***

Faculty, classified professionals, students, hiring managers, EEO Advisory Committees, and administrators are invited to attend.

