

## **BP 7100 Commitment to Equal Employment Opportunity and Diversity**

Reference:

**Education Code Section 87100 et seq.;**  
**Title 5 Sections 53000 et seq.;**  
**Accreditation Standards III.A.411 and 12;**  
**WASC/ACS Criterion 2, Indicator 2.4; Criterion 3, Indicators 3.1 and 3.2**

- 1.0 The District is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success and committed to an inclusive, anti-racist campus culture, and the District's mission, vision, and values. The Board of Trustees recognizes that equal opportunity employment and diversity, equity, inclusion, anti-racism, and accessibility in the academic environment fosters cultural awareness, mutual understanding and respect, and provides suitable role models for all students. A diverse and inclusive workforce furthers its mission of preparing students for success in a diverse and global society and is essential to creating the robust academic environment in which students and employees thrive.
- 2.0 The Board of Trustees is strongly committed to employment and professional development processes that support the goals of equal opportunity, diversity, equity, inclusion, anti-racism, and accessibility, provide equal consideration for all qualified candidates, and create an anti-racist academic and employment environment.
- 3.0 Employment decisions, including but not limited to hiring, retention, assignment, transfer, evaluation, dismissal, compensation, and advancement for all position classifications shall be based on job-related criteria that are responsive to the District's needs.
- 4.0 The minimum qualifications for all positions within the District, require that individuals demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students, faculty, and staff.
- 5.0 District employees shall actively promote diversity in recruitment and employment within the District.
- 6.0 The District shall provide, as appropriate, professional development activities and training to promote an understanding of diversity.
- 7.0 Diversity is a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It requires both the presence, and the respectful treatment, of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability, and socio-economic backgrounds.
- 8.0 Diversity includes principles of inclusion, social justice, equity, intercultural proficiency, and multiculturalism.

See Board Policy 1001, District Mission, Vision, & Values Statement.

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**Date of Adoption:** March 13, 2012

**Date of Last Revision:** March 26, 2024  
May 28, 2019