RESOLUTION TO FACILITATE THE SELECTION OF DIVERSE HIRING COMMITTEES

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WHEREAS, it is the mission of De Anza College to pursue a core value of equity, to "strive to design classes and services to the needs of those we serve[, to] value and embrace the intellectual contributions of a diverse spectrum of people and cultures[, and to] strive for a diverse workforce that honors the contributions of all who work here;" and

WHEREAS, the Academic Senate affirms the importance of creating meaningfully diverse hiring committees that are composed of persons with varying perspectives and backgrounds that are relevant to the hiring process and to the mission of De Anza College; and

WHEREAS, the academic senate recognizes that it should not require hiring committee applicants to self-identify; and

WHEREAS, the academic senate recognizes that senators should not be put in a position where they must speculate about hiring committee applicants' relevant identities, perspectives, and experiences as they pertain to diversity and the position being filled; now, therefore, let it be

RESOLVED, that the Academic Senate endorses the recruitment of staff and students on faculty hiring committees when it is necessary to do so in order to produce meaningful and relevant diversity on a hiring committee; and let it be

RESOLVED, that the following question be added to the hiring committee application:

*Thank you for your interest in serving on a committee. The Executive Committee of the De Anza Academic Senate affirms the importance of creating meaningfully diverse hiring committees that are composed of persons with varying perspectives and backgrounds that are relevant to the hiring process and to the mission of De Anza College. The Academic Senate for California Community Colleges Diversity, Equity, and Inclusion Statement [[https://www.asccc.org/inclusivity-statement](https://www.asccc.org/inclusivity-statement" \t "_blank)] states that:*

*"Embracing diversity means that we must intentionally practice acceptance and respect towards one another and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist and that our goal is to eradicate those elements from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community."*

*To this end, we ask that you respond to the following questions. Feel free to respond in bullet form:*

*-How do you think diversity matters for the hiring committee to which you are applying?*

*-For those who don't know you, what experiences, training, backgrounds, identities, etc. make you a good candidate for service on this committee? Limit of 150 words.*