Whereas CCSF has received and is eligible to receive funding towards increasing equity and equal opportunity in hiring practices and we have received EEO (Equal Employment Opportunity) funding;

Whereas historically our FDIP (Faculty Diversity Internship Program) and GYO (Grow Your Own) Programs have successfully helped to improve diversity in our faculty, including current full-time faculty;

Whereas the Board has identified the DEi/Sociai Justice priority to ensure that the District is welcoming and supports the success of all employees and students, regardless of age, race, ethnicity, gender, gender identity, disability, learning differences, sexual orientation, or religion, (Institutional Goal II, VIII);

Whereas the college has a clear commitment to hiring faculty who reflect the diversity of our student population;

Whereas the college is currently considering layoffs of current faculty and faculty who receive pink slips will have rehire rights, and we recognize the importance of supporting current faculty, particularly faculty of color, and interns from this program will not compete with current faculty for positions;

Whereas the CCSF Academic Senate has passed the Diversity, Equity and Inclusion
Resolution that acknowledges our diverse community and our "responsibility to uphold,
promote, protect and ensure human dignity and ... equitable access to resources," and
that "we live in a society built on a culture of white supremacy and institutionalized
racism, and that we must actively work to dismantle structures that perpetuate racist
attitudes and biases, and more insidiously, processes and procedures of higher
education that work silently to marginalize populations even w7 0 0 12ee05 Tc 11.3338 0 Td685hat and

in California Community colleges demonstrates that the performance gap in terms of
course completion and grade performance (B or better) is reduced by 20 - 50% when
URM students have instructors who are also from under supported communities; (see
h9r15,8r 0 11.6 Td (from)Tj 0.000., "A Community College Instructor Like Me), and;

Whereas the Harder and Co. CCSF focus group report, December 2016 states that
"students stressed the importance of having counselors and instructors that
reflect the student body, both in terms of ethnicity, culture, and personal experiences;"

Whereas historically underestimated students, including American Indian/ Alaskan Native, African American, Latinx, Filipino, Pacific Islander, current/former foster youth, students with disabilities, students experiencing homelessness, LGBTQ+, and justice impacted (students formerly incarcerated) are identified as primary focus groups in CCSF's Student Equity Plan and are impacted by opportunity gaps at CCSF;

Thus, the Diversity, Equity, Inclusion and Belonging (DEl&B) Committee plans to present this resolution for feedback to the DCC, the Academic Senate, Classified Senate and Associated Students, and then will submit the updated resolution to PGC;

Be it resolved that the DEl&B Committee will form a working group with representation from faculty, classified, administrative, and student representatives, to analyze barriers to faculty diversity and identify strategies to support the ongoing implementation of new policies to equalize the outreach (including advertisement of jobs, job descriptions, interview questions), recruitment, hiring, including consideration of the representation of classified and students on faculty hiring committees,, yield and retention process of faculty of color, with special attention to retention of faculty of color and other diverse faculty and to draft and present a report on those barriers and best practices for alleviating them;

Be it resolved that when candidates are presented for consideration as emergency hires,
there should be multiple diverse candidates reflecting our student body and/or our
established equity populations;

Be it resolved that the DEl&B Committee requests that the Academic Senate and board
update the Faculty Hiring Document;

Be it resolved that Human Resources study and implement promising practices for that'9.6 4r acceptancer re 0.11.61.6 0 0 15h re 0.1olor

Diversity Internship Program (FDIP) for up to three years, including annual evaluations of the program, and

Be it resolved that the CCSF Board of Trustees directs the Office of Institutional Development and Grantmaking to seek additional grant funds and other sources of support to re-initiate the Grow Your Own (GYO) Program and to support the Faculty Diversity Internship program (FDIP) in an ongoing manner.