



SAN DIEGO COMMUNITY COLLEGE DISTRICT

CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • COLLEGE OF CONTINUING EDUCATION

Board Policy

Chapter 7 - Human Resources

BP 7120 - RECRUITMENT AND HIRING

The District's recruitment and hiring procedures will demonstrate a commitment to diversity, equity, inclusion, and accessibility in order to achieve the District's mission and support students in achieving their educational goals. The District's recruitment and hiring procedures will allow the District to engage in diversity hiring that increases the representation of underrepresented communities in the District's workforce. Diversity hiring includes a hiring process that mitigates unconscious bias and eliminates irrational barriers to employment to allow the District to hire the best candidate regardless of the candidate's protected classes. Underrepresented communities consist of individuals holding identities broadly underrepresented in the District's workforce in comparison to their representation in the field or job category within the state of California or nationally in higher education.

The District Chancellor shall establish procedures for the recruitment and selection of employees including, but not limited to, the following components:

- An Equal Employment Opportunity Plan shall be implemented according to Title 5 and BP 3420 titled Equal Employment Opportunity.
- The District's Equal Employment Opportunity plan will document the multiple measures that capture the broad array of strategies and actions the District uses or will use to ensure equal employment opportunity. The Chancellor will provide the Board with an annual report regarding the District's Equal Employment Opportunity Plan.

All District employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors and the San Diego Community College District Board of Trustees.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and procedures regarding the Academic Senates' role in local decision-making.

The criteria and procedures for hiring classified employees shall be established after affording the Classified Senates an opportunity to participate in the decisions under the Board's policies regarding local decision making.

References: Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., and 87458;
Title 5 Sections 53000 et seq. and 51023.5;
WASC/ACCJC Accreditation Standard III.A.1

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(Replaces current SDCCD BP 7120)