

Rancho Santiago Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7100 Commitment to Diversity

References:

Education Code Sections 87100 et seq.
Title 5 Sections 53000 et seq.
Accreditation Standard III.A.11 and 12

The Rancho Santiago Community College District (RSCCD) declares its commitment to diversity, equity and inclusion and the fulfillment of its educational mission in order to build a strong shared community. The Rancho Santiago Community College District is deeply committed to building and promoting a diverse, inclusive, and anti-racist campus environment through education, research, community service, outreach, and workforce development. Rancho Santiago Community College District students will possess the knowledge and skills to help them thrive in a culturally diverse world.

The Rancho Santiago Community College District celebrates and values diversity and seeks to cultivate behaviors and attitudes that promote global awareness, inclusive sensibilities, and respect for the dignity of each individual regardless of race, religion, ethnicity, national origin, gender, sexual orientation, age, socio-economic status, culture, political conviction, physical ability, learning, and psychological differences. The Board recognizes that diversity, equity, and inclusion in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students and employees.

Diversity is a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons which includes principles of inclusion, social justice, equity, intercultural proficiency, and multiculturalism. Diversity 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. The Board is strongly committed to hiring and staff development processes that support the goals of equal opportunity and diversity, equity, and inclusion, and provide equal consideration for all qualified candidates, and create an anti-racist academic and employment environment.

The Board is committed to employment processes that support the goals of equal opportunity and diversity and provide equal consideration for all qualified candidates. RSCCD employees shall actively promote diversity in recruitment and employment within the RSCCD. The District shall provide, as appropriate, professional development activities and training to promote an understanding of diversity, equity, and inclusion. 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 RSCCD's needs.

Nothing in this Board Policy shall authorize hiring and staff development processes that set numerical goals or quotas, or preferences, in conflict with state law.

Adopted: October 28, 2013
Revised: July 12, 2021