

I. GOVERNING BOARD POLICIES

SECTION 1900 – EMPLOYMENT PRACTICES

1915 - DIVERSITY POLICY

Board Policy # 1915

The San Jose/Evergreen Community College District recognizes that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive role models for all students; and creates an inclusive and supportive educational and work environment for its employees, students and the community it serves. Diversity includes, but is not limited to ethnicity, race, color, language, accent, immigration status, ancestry, national origin, age, gender, religion, sexual orientation, transgender, marital status, socioeconomic status, veteran status, and physical or mental disability.

The San Jose/Evergreen Community College District is committed to a policy that integrates diversity into its hiring, recruitment, curriculum development, course offerings, teaching methods, retention, contracting, supervision, programs, services, evaluations, policies and procedures, staff development activities, work force and student population. It is the District's belief that an educational experience grounded in this approach will better prepare our students to work and live in an increasingly global society.

All District employees have the responsibility to promote diversity. The Chancellor will be evaluated by the Board of Trustees on an annual basis on her/his support of and ability to infuse diversity into all the above areas. All Management, Supervisory and Confidential personnel will be evaluated by their supervisors on their support and ability to infuse diversity into all of the above areas that are pertinent to their job description. Specifically, all managers and supervisors will be evaluated on their recruitment and retention of a diverse workforce. Continuation of their employment contract is dependent on their demonstrated commitment in this area. Regarding the evaluation of faculty and administrators, all California Education Code sections shall be adhered to; including those that require that the forthcoming demographics of California be addressed, and that peers who review and evaluate be both representative of the demographics of California and sensitive to the principles of diversity and equal opportunity concerns. Faculty will be evaluated on their support and ability to infuse diversity into their work in accordance with state law and their collective bargaining agreement. Classified employees will be evaluated on their ability to infuse diversity into their work in accordance with their collective bargaining agreement.

It is the goal of the District that all employees promote and support diversity in our academic environment.

