

Equity, Inclusion & Social Justice Senate Resolution

Proposed By: Eric Cuellar; Associate Professor of Counseling & Senator at Large
Seconded By: Dr. Rendell E. Drew, Professor/Political Science & Senator at Large

hiring and promotion within the CCCD, and inclusion of differences of diversity and intersectionality for the purpose of the representation and success of a diverse student body and community. An inclusive campus community provides an equitable educational experience that enables and empowers its members to guide and support culturally sensitive and responsive practices.

Whereas, the administration and faculty of OCC will strive to mirror the diverse demographics of the students we enroll and serve, primarily through the hiring processes. OCC will strive for recruitment, hiring, and promotion practices to be free of bias. Outreach recruitment efforts will address under-representation of differences of diversity in administrative and faculty ranks by identifying colleges, universities, organizations, graduate cohorts, publications, and use of social media to attract qualified candidates. Instituting and using mentoring and training programs will be encouraged to meet the existing and future needs in service of the diverse student demography of our campus community.

Whereas, the best way to demonstrate OCC's true commitment, as an inclusive institution of higher education that values social diversity and embraces the multicultural atmosphere of our campus, resides in our commitment to ensure we create an environment which fosters cooperation, acceptance, democracy, and free expression of ideas. The touchstone for our campus is to have the ability for its community members to be valued and validated. This commitment on all search committees should apply to individuals from all racial and ethnic groups, including those groups protected from legal discrimination.

Be it resolved, that all present and future administrative and faculty search committees strive to be representative of OCC's diverse student population and observe with integrity the CCCD's policies of inclusiveness.

Be it further resolved, that the administration and the faculty of OCC work together and utilize the developing services of the OCC Multicultural Center, unparalleled in its inclusion that is characteristic of a multicultural education, in order to provide educational and cross-cultural learning opportunities and experiences for our faculty, students, and staff.

Submitted to the Academic Senate for revisions on: 12/02/2020