

## **Task Force on Racial Justice, Fall 2020**

### **Statement of Purpose:**

The Racial Justice Task Force seeks to make recommendations on academic and professional matters that will support equity and address bias and systemic racism.

### **Membership:**

Tania Anders, Astronomy and Earth Sciences

Melinda Bowen, Kinesiology

Ellen Caldwell, Art History

Traci Ebue, Counseling

Sun Ezzell, Learning Assistance

Diana Felix, Counseling

Francisco Gomez, English and Literature

Lance Heard, Criminal Justice

Naluce Manuela Ito Rocha Santana, Public Service

Eugene Mahmoud, Physics and Engineering

Mary McGuire, Art History

Bruce Nixon, Mental Health

Anabel Perez, Counseling

Chara Powell (chair), Psychology

Alejandra Pulido, AMLA

Briseida Ramirez Catalan, AWD/EOA

Francesca Rinaldi, Foreign Languages

Kelly Rivera, Political Science

Cara Tan, Psychology

April Tellez, History

Chisato Uyeki, Librarian

James Zollicoffer, Commercial and Entertainment Arts

**Method of Consultation:**

The task force held five virtual meetings via Zoom. The group also shared electronic documents on a Google Team Drive and exchanged email messages.

August 12

September 2

September 23

October 14

October 21

**Background on the Task Force on Racial Justice:**

The Black Lives Matter Resolution (2020-08) outlined four resolutions which sought to affirm the lives of Black and Brown students and to address racial injustice at Mt. San Antonio College. In part, it states, "Resolved, we will seek to address institutional racism on our campus by supporting and facilitating professional development work related to race and other challenging topics, and invite faculty across disciplines and content areas to use resources that are inclusive of all of our diverse learners.."

Recognizing that addressing systemic inequality and institutional racism is a large undertaking, the task force began to identifying areas of focus. One such area of focus is the topic of equity and diversity in the hiring process. In an effort to effect meaningful change in this area for next year's hiring pool, the task force made the decision to accelerate their recommendations on equity and diversity in the hiring process. *It should be noted very clearly that this does not conclude the work of the Task Force on Racial Justice.* These are only the recommendations on equity and diversity in hiring. The task force intends to continue meeting in order to address other aspects of systemic inequality and institutional racism.

**Informational Findings:**

Sokha Song and Lizette Henderson in Human Resources provided the task force with information regarding the college's recent attempts to recruit a more diverse candidate pool. These measures included sending faculty and administrators to job fairs, both locally and nationally, including a statement on diversity in all promotional materials, and including an equity and diversity question in the hiring process.

Upon review of the Full-Time Faculty Candidate Demographics Data for Positions start dates Summer and Fall 2019, it was evident that there is a disproportionate number of African-American candidates getting screened out during the paper screening process. For instance, although there were 160 African American candidates, only 9 of those candidates were invited for an interview and none were hired. This suggests that the candidate pool may have been more diverse, but that did not make a difference because African-American candidates were not selected for interviews, regardless.

### **Initial Recommendations of the Racial Justice Task Force:**

1. An equity audit of the hiring process, from writing the position, selecting the search and selection committee, paper screenings and the interview and selection process. Use the *ASCCC Model Hiring Practices and Principles* as a framework. Faculty must provide leadership in the audit.
2. Require implicit bias training for all members of the hiring committee. This is to be coupled with a new EEO training developed by experts in equity and diversity in hiring practices, and vetted by a joint faculty and administrator advisory group.
3. To increase equity in hiring it is necessary to support diverse hiring committees.
4. Prioritize diversity and anti-racism as markers of excellence at Mt. SAC. Interrogate the culture of “excellence” at Mt. SAC to ensure the valuing of diversity, equity, and student connection and engagement in teaching for the goal of reducing the harm of structural racism such as the qualifications of institutional prestige and years of experience.
5. Support revisions to AP 7120, on Recruitment and Hiring: Faculty, to align the AP with the EEO Plan and equity-minded hiring.

Recommendations 1-5 were agreed upon unanimously by members of the task force, however, the following recommendation was discussed at length and a consensus was not reached:

6. To support diversity and equity within hiring committees, we recommend establishing an incentive or reasonable compensation for members of the search and selection committee. This is, in part, due to BIPOC faculty who are often asked to serve on multiple committees in order to bring diversity to the hiring committee. Additionally, this may encourage more faculty to serve on hiring committees.

This was discussed at some length, but it was agreed that more discussion and research was necessary before making a formal recommendation to the senate. This item will remain on the task force’s agenda moving forward.

### **References:**

AP 7120 Recruitment and Hiring: Faculty

*ASCCC Model Hiring Practices and Principles*

FULL-TIME FACULTY CANDIDATE DEMOGRAPHICS Positions start dates Summer and Fall 2019

Mt. San Antonio College Approved EEO Plan (Approved September 2019)