

Title 5 - DEIAA

Title 5 California Code of Regulations § 53602 (Advancing Diversity, Equity, Inclusion, Accessibility, and Anti-Racism in Evaluation and Tenure Review Processes) requires evaluation of employee performance to demonstrate, or progress toward, proficiency in DEIAA competencies. As such, the district will be including the following in job descriptions to provide the expectation and ability to evaluate accordingly. The District will negotiate the impacts of this inclusion with the applicable unions.

Knowledge, Skills, and Abilities:

- Experience working directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
 - Ability to cultivate and develop inclusive and equitable working relationships with students, faculty, staff, and community members.
 - Demonstrated skill in understanding of cultural differences
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Proposed recommendations from faculty in HRAC:

Draft Title 5 DEIAA Language (proposed to HRAC on 9/25)

- Fosters a diverse, equitable, inclusive, accessible, and anti-racist environment in collaboration with people from diverse academic, socioeconomic, cultural, racial, and ethnic backgrounds; people who are differently abled; and people who identify as part of the LGBTQIA+ community.
- Demonstrates an understanding of the lived experiences of culturally diverse students, employees, and communities in the District and uses that understanding to contribute to student success, diversity, equity, inclusion, anti-racism, and accessibility (DEIAA).
- Demonstrates a commitment to continuous self-improvement and professional development as it relates to one's DEIAA knowledge, skills, and behaviors to mitigate any harm caused (whether intentional or not) to historically marginalized communities.

Additional potential KSAs to consider

- Promotes and incorporates DEIAA into curriculum and pedagogical practices.
- Participates in professional development related to DEIAA and equity-minded teaching and pedagogical practices.
- Recruits, hires, and retains diverse faculty and staff from historically marginalized communities and diverse backgrounds.
- Onboards, trains, and supports new and existing employees on the institution and system's focus on DEIAA and the expectations for how they will support this work.