

Associated Students Board of Directors	Action
Santa Monica Community College	December 2, 2013

SUBJECT: **RESOLUTION:** Santa Monica College (SMC) Staff Equal Employment Opportunity Plan Update

SUBMITTED BY: Santa Monica College Student Trustee

REQUESTED ACTION: It is recommended that the Associated Students (AS) Board of Directors approve the following resolution in support of improving and enhancing the SMC Equal Employment Opportunity (EEO) Plan by updating the plan as further described herein. The recommended updates to the plan would further reinforce the commitment to apply every good faith effort toward achieving prompt and full use of the hiring of groups of employees (Diversity Report 2012-2013).

WHEREAS, Santa Monica College has been designated as a minority serving institution since 1998, and the college has been designated as a Hispanic serving institution (25% or more students Hispanic). Certain groups remain underrepresented; either in their entirety or within certain job types in the Santa Monica College workforce (“underrepresented groups”). In the Fall of 2012 13.84% of full time faculty- Hispanic, 35.82% of all students- Hispanic. 11.01% of full time faculty- Asian/Pacific Islander, 15.47% of all students- Asian/Pacific Islander. 60.69% of full time faculty- Caucasian, 28.10% of all students- Caucasian. 9.63% of full time faculty- African American, 11.64% of all students- African American. 57.86%(184) of full time faculty members- female, 52.94% of all students- female. 42.14%(134) of full time faculty- male, 47.06% of all students- male.[1]

WHEREAS, the plan should be improved and enhanced to address policy and procedures for EEO (recruitment and employment efforts), reporting and auditing systems, and staff EEO action-and results-oriented programs. These efforts conform to all current legal and regulatory requirements. These updates are also consistent with SMC’s standards of equality and excellence.

WHEREAS, currently Santa Monica College is an equal employment opportunity employer. Therefore, it is important to ensure equal employment opportunity to individuals, including; women, minorities, persons with disabilities, and veterans. Equal protection established by part (a) Article 1, Section 31 of the California Constitution (Proposition 209)[2], states; an equal and fair process of hiring of administration, faculty, and all classified staff through policy and procedures for equal employment opportunity; EEO reporting and auditing; and EEO action-and results-oriented programs must be administered legally and ethically.

WHEREAS, currently the *Student Success Initiative* aims to increase the number of underrepresented students. The underrepresented students are predominantly students of color

but also include under-achieving and low-income students. High priority needs to be given to hiring and better utilizing instructors/professors from all underrepresented groups, including underrepresented groups with corresponding underrepresented students. Doing so will provide students with the opportunity to identify themselves with their educational leaders, increasing their sense of belonging in academia. As a result, students may become more motivated and confident in their potential. Ultimately this is aimed to lead to empowerment, autonomy, and success.

THEREFORE BE IT RESOLVED, that the AS Board of Directors are in favor of updating the SMC Staff Equal Employment Opportunity Plan, as described above.

BE IT FURTHER RESOLVED, that Santa Monica College will place special emphasis on outreach recruitment in those Los Angeles communities that are underrepresented in the current SMC workforce; in addition, the recruiting department will continue to evaluate employment qualifications of all applicants to ensure that unnecessary minimum requirements for employment are neither imposed nor advertised. In current departments where it is determined that underrepresented groups exist, special recruiting efforts shall be undertaken by the department.

BE IT FURTHER RESOLVED, that if underrepresented groups are identified, annual placement goals are set equal to the availability percentages. Lastly, let it be noted that these understood goals are required, but quotas are not required nor permitted. Results are the true measure of compliance with the program.

[1] (Santa Monica College: Diversity Report. 2012-2013) Academic administrators, classified managers, classified supporting staff, community college police officers, confidential support staff, full-time faculty, part-time faculty

[2] (a) The state shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment, public education, or public contracting.

