**Diversity, Equity, and Inclusion**

**Strategy Recommendation**

## DEI Strategy: Open House Recruitment

## ACHRO Workgroups: Diversity Recruitment and Outreach

Version Date: March 29, 2021

# Issue Statement

Application procedures for community colleges tend to be unique from private sector and other public sector employment, with specific requirements that may not be understood clearly by many potential applicants, leading to incomplete applications and individuals abandoning the application process.

Potential applicants unfamiliar with the California community college system may not be aware of many unique aspects of community college employment which would attract more diverse pools of qualified candidates.

# Strategy Proposal

Conduct systemwide, virtual, DEI-focused “open house” recruiting events with ASCCC, ACHRO, CIO, CEO, ACBO, CSSO, SSCCC, and CSEA/Classified participants to introduce potential applicants to the California community colleges’ mission, culture and work environment, and specific steps for applying for open positions.

# Current Challenges

* While some Districts conduct periodic open house events for potential applicants, they tend to be regionally focused to candidates living in a reasonable commuting area
* Focusing on local recruiting may limit the effectiveness of diversification efforts, especially for Districts in rural areas and less diverse communities
* In-person open house events may not be accessible for potential applicants due to travel needs and competing time commitments
* Current recruitment efforts, including open houses, may not be adequately focused on attracting individuals from diverse communities, may reinforce existing systemic barriers to diversification, and may discourage applications from members of diverse communities
* Individual Districts may have difficulty attracting a diverse group of current employees to participate in open houses
* Individual Districts may lack adequate resources to conduct highly effective open house events

# Strategy Recommendations

## Conduct statewide, virtual open house recruiting events

* ACHRO takes the lead in organizing and facilitating periodic virtual open house events with participants from ASCCC, CIO, CEO, ACBO, CSSO, SSCCC, and Classified employee groups providing breakout sessions
* Sessions introduce potential applicants to the California community college system from the perspective of faculty, classified professionals, students, and administrators, highlighting the unique position of CCDs in serving diverse student communities, working in a participatory governance system, etc.
* ACHRO leads sessions on the typical steps in applying for positions at CCDs, including common application requirements, recommendations for creating competitive application materials, DEI-related skills as minimum qualifications, and related topics

## Prioritize DEI as a fundamental element of community college culture

* Design open house sessions with diverse participants as the focus, directly addressing topics of relevance and importance to individuals from communities which have been and continue to be underrepresented throughout the system
* Include diverse presenters who can discuss the challenges and opportunities they have experienced and provide a model of success to encourage individuals from diverse communities to apply for positions
* Include information on EEO Plan objectives and DEI-focused efforts in hiring and retaining diverse workforces to increase student success

# EEO and Compliance Considerations and Recommendations

* Open House events should be open to all interested participants regardless of race, ethnicity, gender, or other protected statuses
* Open House events may be specifically marketed to attract participants from diverse race, ethnic, gender identity and other protected statuses as long as those focused efforts are part of a broader marketing effort to attract all interested participants regardless of protected status
* Open House events may be specifically designed to address issues impacting the success of applicants from diverse race, ethnic, gender identity, and other protected statuses as long as all sessions are open to all interested participants regardless of protected status