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135 Main Street, 7™ Floor San Francisco, California 94105 T: (415) 512-3000 F: (415) 856-0306 5250 North Palm Avenue, Suite 310 Fresno, California 93704 T: (559) 256-7800 F: (559) 449-4535 401 West "A" Street, Suite 1675 San Diego, California 92101 T: (619) 481-5900 F: (619) 446-0015 400 Capitol Mall Suite 1260 Sacramento, California 95814 T: (916) 584-7000 F: (916) 584-7083

ASSOCIATION OF CALIFORNIA COMMUNITY COLLEGE ADMINISTRATORS (ACCCA) WEBINAR SERIES

Improving Workforce Diversity Through The Interview Process: The Good Questions, The Bad Questions, & The Very Bad Questions

2/1/2022

Presented by:

Alysha Stein-Manes & Lorraine Jones

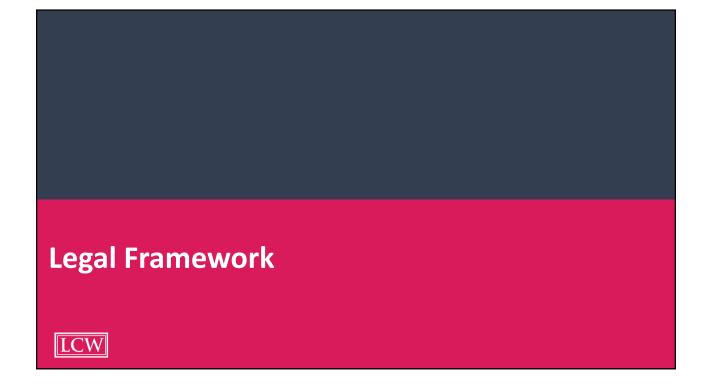
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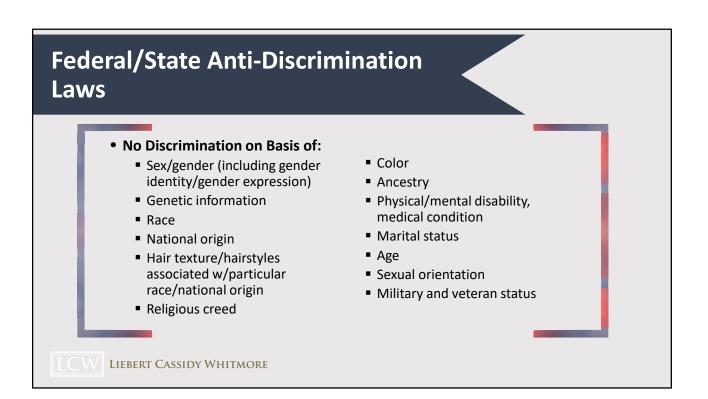






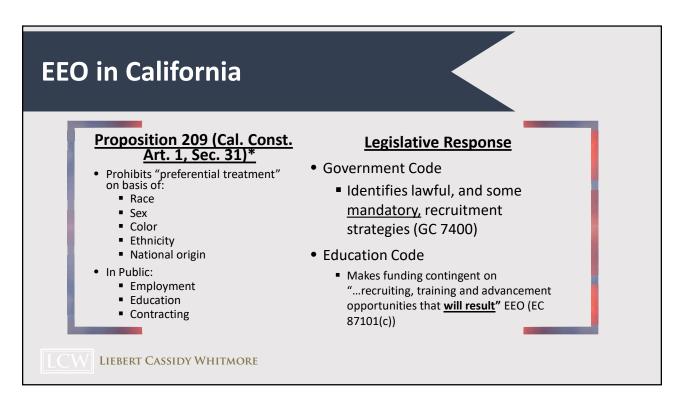
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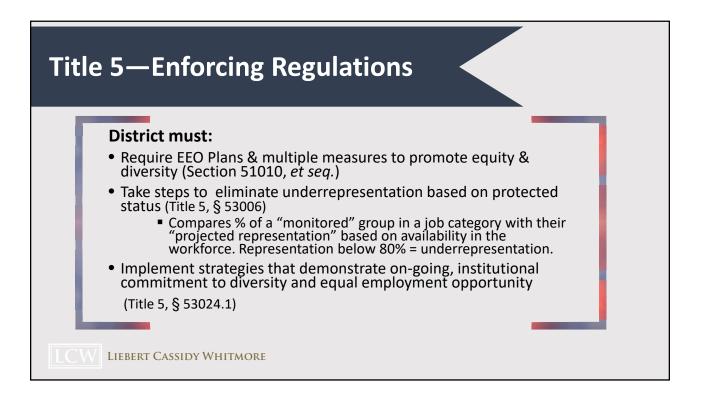






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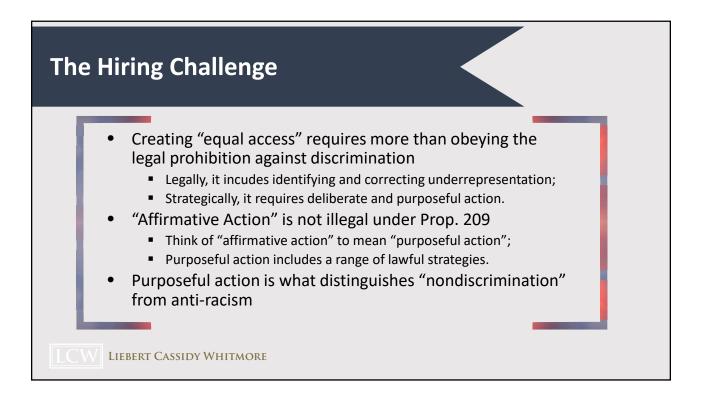




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EEO in California	
 Academic & administrative applicants must demonstrate: "sensitivity to and understanding of the diverse academic, socioeconomic, cultural, and ethnic backgrounds of community college students."* 	
*EC 87360	
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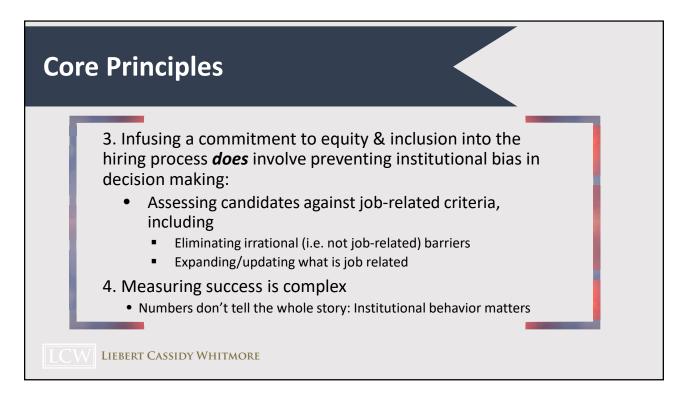
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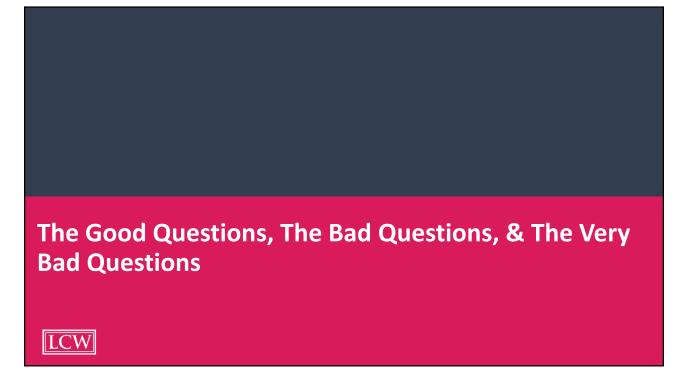
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Case Study: Classified Hiring

ABC District is a multi-college district with three colleges: Alpha College, Bravo College, and Charlie College. The district office is currently recruiting for an Executive Administrative Assistant to the Vice Chancellor of Human Resources. The district has identified underrepresentation in its workface among the Hispanic or Latino and Black or African American populations.

40% of the district's students identify as Hispanic or Latino. Of that 40%, 35% of those students are non-native English speakers. The district is a non-merit district.

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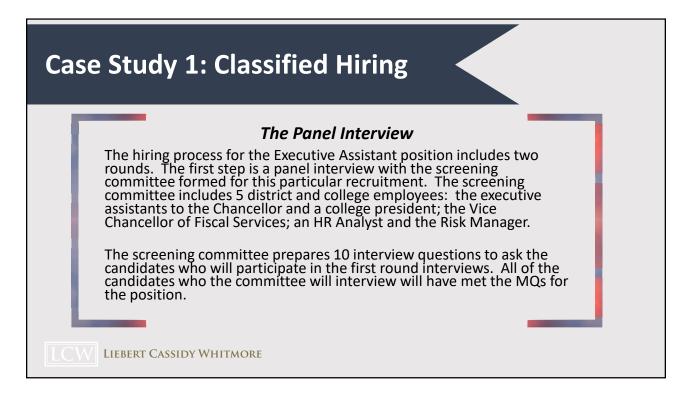
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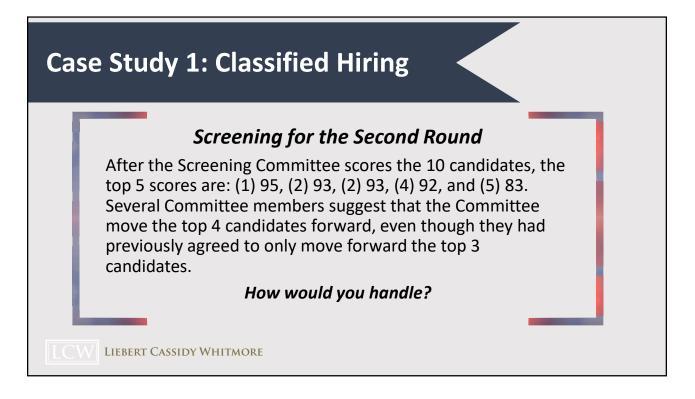
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Case Study 1: Classified Hiring Description of the problem of the state of the state

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Case Study 1: Classified Hiring *The Final Interview* The Vice Chancellor of HR interviews the finalists. Unlike the Screening Committee, the Vice Chancellor does not prepare questions ahead of time. The Vice Chancellor conducts the interviews one-on-one with each candidate, without asking any other employee to

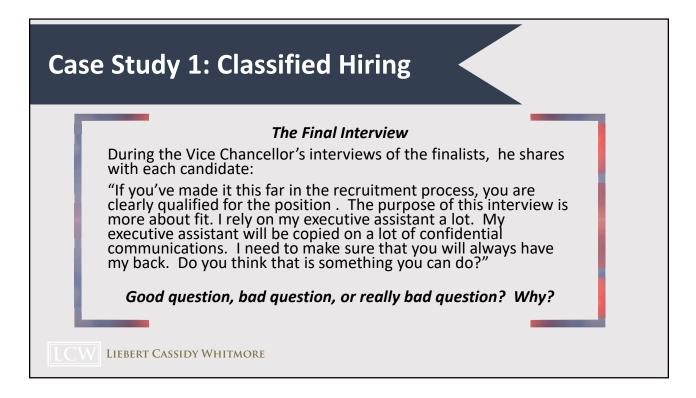
Good process? Bad Process? Why?

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sit in on the interview.



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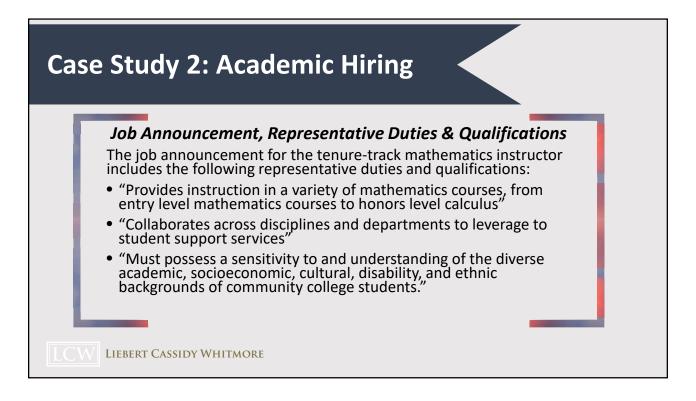
Case Study 2: Academic Hiring

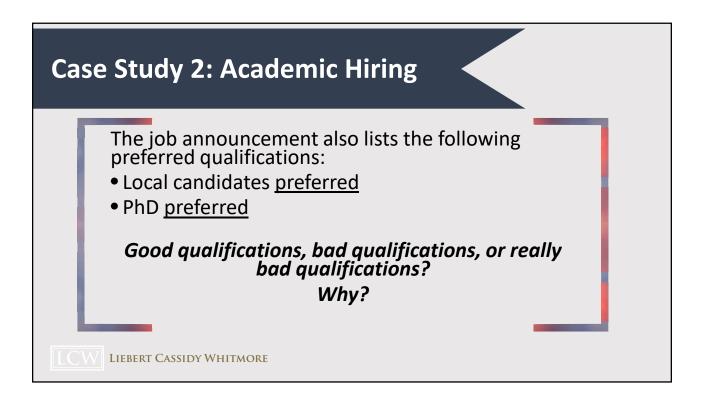
Alpha College is hiring a tenure-track mathematics instructor. The Math Department currently has 15 fulltime instructors and 30 adjunct instructors. 85% of the instructors identify as male, and 70% of the instructors identify as white. The district, and Alpha College has made it a priority to increase the diversity of the Alpha's Math Department, and particularly would like to hire more women of color to join the faculty.

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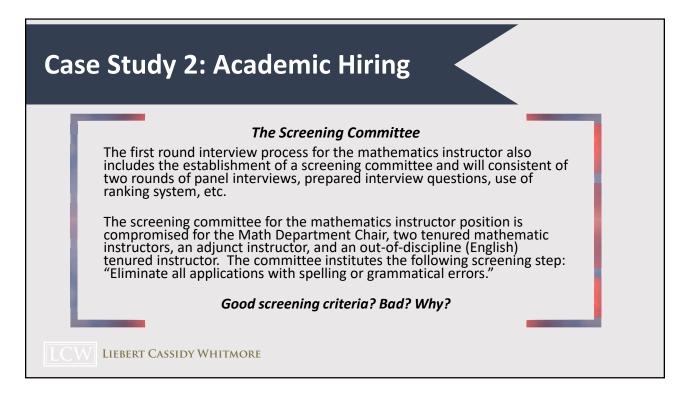
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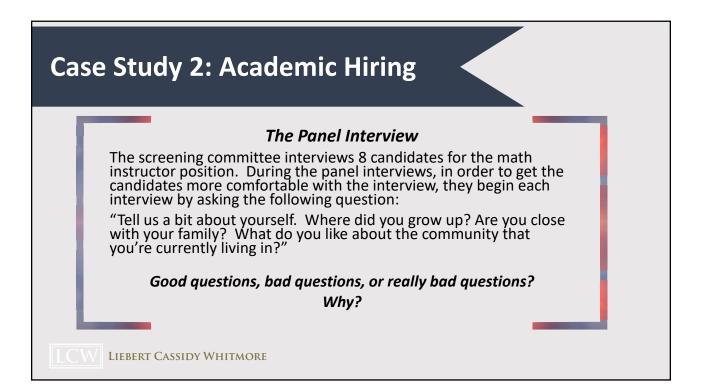




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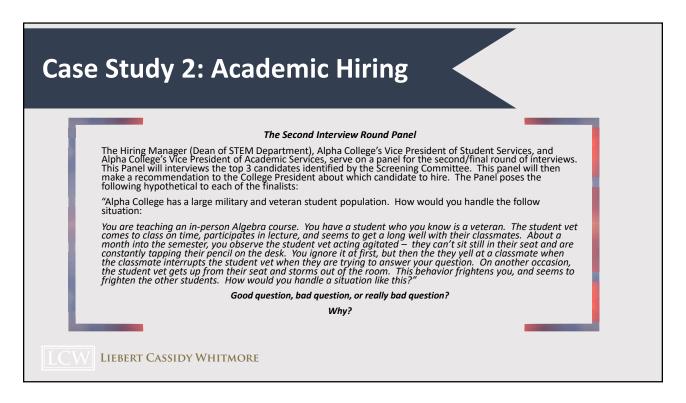
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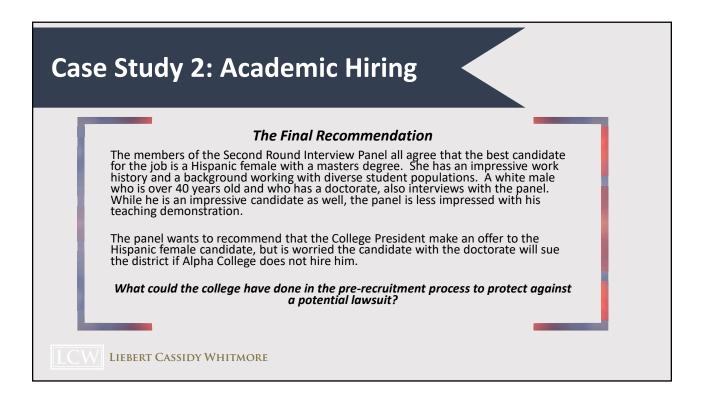






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