

**BEFORE THE BOARD OF TRUSTEES OF THE  
COMPTON COMMUNITY COLLEGE DISTRICT**

**RESOLUTION #06-16-2020F  
AFFIRMING COMPTON COMMUNITY COLLEGE DISTRICT  
COMMITMENT TO FACULTY AND STAFF DIVERSITY**

**WHEREAS**, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by an established peer reviewed literature that asserts that students who benefit from a diverse faculty are better educated and better prepared for leadership, citizenship, and professional competitiveness; and

**WHEREAS**, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking, helps people learn to communicate effectively with others of varied backgrounds; and

**WHEREAS**, diversity strengthens communities; prepares students to become good citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

**WHEREAS**, Compton College is a public California Community College, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

**WHEREAS**, Compton College's Mission Statement asserts that Compton College is a welcoming and inclusive environment where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

**WHEREAS**, on May 16, 2017, the Compton Community College District Board of Trustees adopted Board Policy - 3410 Nondiscrimination; and

**WHEREAS**, on December 17, 2019, the Compton Community College District Board of Trustees approved the Compton College 2024 Human Resources Staffing Plan which identifies actions to address underrepresentation in current staffing; and

**WHEREAS**, on May 19, 2020, the Compton Community College District Board of Trustees adopted Board Policy - 7100 Commitment to Diversity; and

**WHEREAS**, on June 16, 2020, the Compton Community College District Board of Trustees adopted Board Policy - 3420 Equal Employment Opportunity; and

**WHEREAS**, on April 21, 2020, the Compton Community College District Board of Trustees accepted the University of Southern California Center for Urban Education’s Compton College Faculty and Administrator Hiring Process Report and its recommendations for racial equity; and

**WHEREAS**, on May 19, 2020, the Compton Community College District Board of Trustees approved the 2020-2023 Equal Employment Opportunity Plan.

**NOW THEREFORE BE IT RESOLVED**, that we, the Compton Community College District Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and compel everyone in the Compton College community, through their roles and responsibilities, to implement the College’s diversity initiatives, and maintain a climate of respect, civility, and inclusion as part of the institution’s commitment to educational excellence; and be it further

**RESOLVED** that Compton Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor’s Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further

**RESOLVED**, the Compton Community College District Board of Trustees shall publicly review on an annual basis the District’s compliance with the California Education Code Equal Employment Opportunity standards and Chancellor’s Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; and grow-your-own programs, such as the Compton College Faculty Preparation Academy in collaboration with the University of Southern California Race and Equity Center; an analysis of why staff leave the district; and the make-up of hiring committees.

**PASSED AND ADOPTED**, the Resolution #06-16-2020F Affirming Compton Community College District Commitment to Faculty and Staff Diversity was adopted and confirmed by the Governing Board of the Compton Community College District of Los Angeles County, on June 16, 2020.

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

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Sonia Lopez, President  
Compton Community College District  
Board of Trustees

I hereby certify that the foregoing is a full, true, and correct transcript of a resolution duly adopted by the Governing Board named therein at a duly constituted meeting of said Governing Board held on Tuesday, June 16, 2020, as it appears upon the minutes of the said meeting on June 16, 2020.

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Keith Curry, Ed.D., Secretary to the  
Governing Board Compton Community  
College District