**COLLEGES HIRING OVER 100 FACULTY POSITIONS FOR FALL 2013**

Faculty hiring is at an all-time high with District colleges currently in the process of selecting tenure-track faculty positions slated to begin with the Fall 2013 term.

In order to comply with state equal employment opportunity regulations, recruitment for full-time faculty must be at least statewide and include seeking qualified applicants listed in the California Community Colleges Equal Employment Opportunity Registry. According to Beth Wu, Director of the CCC Registry, from January 2013 to the present, LACCD has posted over 100 faculty positions on the Registry. Posting on the Registry is free and those seeking faculty positions may access the Registry at no charge.

Title 5 of the California Code of Regulations and District policy require members who participate in hiring committees for the selection of faculty receive training in EEO requirements, including state and federal discrimination laws.

At Harbor College, the process of hiring 11 new faculty positions is in full-swing with hiring committees currently reviewing applications, meeting to select those that they will call for interviews, and participating in all day interview sessions. Mark Wood, Acting Dean, Academic Affairs, along with and Sally Fasteau, Director, Learning Assistance Center, both of whom will be retiring this term, have been actively involved in coordinating the selection process, including arranging for all hiring committee members to receive appropriate training.

“A fair and open interview process is not only the right thing to do for the candidate but it ensures the best possible pool of candidates for the selection process. It is therefore in the best interest of the college to have a well-trained staff who are aware of the regulations and laws governing public employee hiring. As a result, Harbor College requires all hiring committee members to have current EEO training before they can serve on a hiring committee. To compensate faculty for this non-instruction requirement 2.5 hours of FLEX credit is issued to faculty who participate in this training. This will hopefully result in better faculty and fewer legal actions against the college,” said Wood.

“EEO training and monitoring ensures that our faculty hiring processes are fair and equitable, and accessible to all that apply.”

-Gene Little
Director, Office of Diversity Programs

To date, the Office of Diversity Programs has provided District-wide training to over 100 faculty serving on hiring committees and certified over 30 EEO Representatives to monitor the process. Please contact our office to arrange for training.

The LACCD Project MATCH program administered through the Office of Diversity Programs has been announced the winner of the prestigious Dr. John W. Rice Diversity & Equity Award by the Board of Governors of the California Community Colleges. Dr. Rice, the father of former Secretary of State Condoleezza Rice, was known as a tireless advocate for equity and equality in the California community colleges.

For over 20 years, Project MATCH has worked to recruit and train a diverse group of community college faculty that reflects the unique and diverse communities served by our nine colleges.

The award will be presented during the July 2013 Board of Governors meeting in Sacramento on July 9, 2013. Highlights and pictures of the event will be featured in the next edition of In Compliance.
WHY DENIM DAY?

Italy, 1990’s—An 18-year-old girl gets picked up by her 45-year-old driving instructor for her very first lesson. He takes her to an isolated road, wrestles her out of her jeans and forcefully rapes her. He threatens to kill her if she tells anyone and makes her drive the car home. Later that night she tells her parents. He gets arrested, prosecuted, convicted of rape, and sentenced to jail. On appeal, the Italian Supreme Court overturns his conviction and he is released. In a statement by the Chief Judge, he argued, “because the victim wore very, very tight jeans, she had to help him remove them, and by removing the jeans it was no longer rape but consensual sex.”

Enraged by the verdict, the women in the Italian Parliament launch into immediate action and protest by wearing jeans to work. This call to action motivates and emboldens the California Senate and Assembly to do the same, which in turn spreads to Patricia Giggans, Executive Director of Peace Over Violence, and Denim Day in LA is born. The first Denim Day in LA is held in April 1999, and has continued every year since.

The Clothesline Project (CLP) is a program started in Cape Cod, MA, in 1990 to address the issue of violence against women. It is a vehicle for women affected by violence to express their emotions by decorating a shirt. They then hang the shirt on a clothesline to be viewed by others as testimony to the problem of violence against women. With the support of many, it has since spread world-wide. For more information go to the official National Network website at www.clotheslineproject.org

With the LACCD since 1981, Pierce College Bookstore Buyer, Holly Hagan, (pictured above) herself a survivor of both domestic violence and sexual assault, is Team Lead for the Campus Violence Response Team (CVRT). “The Teams’ purpose is to offer year-round resources to students, faculty, staff & administrators who are victim/survivors of domestic violence, sexual assault and stalking, as well as, bring awareness of these violent crimes to our community,” says Hagan. She began the Clothesline Project at Pierce in April 2007. Those that have never told their stories of abuse can write them on a shirt on Denim Day, which is held in April during Sexual Assault Awareness Month, as well as, in October during Domestic Violence Awareness Month. “The shirts bring empowerment to those that tell their stories. We have approximately 250 shirts with stories to date,” said Hagan.
The 1st Annual CINCO DE MAYO Festival, with performances by Domingo 7, Mariachi Estrella de Jalisco, Quetzal (Grammy Award Winners), Conjunto Hueyapan, and Ixtli Yoloti, was held Tuesday, May 7th, 2013 from 9:00 a.m. until 3:00 a.m. at East Los Angeles College. The all-day festival also included vendors, art displays, food and much more as depicted in the photos. The event was sponsored by the ASU, Whole Foods Market Arroyo & the Chicano Studies at ELAC.

Event Coordinator, Angelita Rovero-Herrera, Professor, Department of Chicano Studies, expressed her gratitude to all those that made the event possible, including the administration, members of the Chicano Studies Department, Homeboy Industries for help in promoting the event, as well as, the ASU for its primary sponsorship and Whole Foods Market Arroyo for providing snacks for the 160 children from ELAC’s Day Care Center who were in attendance. “Muchas gracias to all of them. Due to the participation of all of those involved, we had an extremely successful turn-out with approximately 300-400 people in attendance throughout the day,” said Rovero-Herrera.
Harassment Training Available ON-LINE

Preventing employment discrimination and harassment from occurring in the workplace in the first place is preferable to investigating complaints and remedying the consequences.

All employees have a right to a workplace free of discrimination and harassment based on a protected classification such as race, sex and sexual orientation, disability and medical condition, religion, and age.

Complaints implicating protected classifications are processed by the Office of Diversity Programs. For claims not based on state or federally protected classifications and non-sexual harassment claims, employees may contact their employee representatives for resolution and available remedies.

LACCD is committed to providing training, education, and technical support, to assist our supervisors and staff understand and prevent discrimination and harassment.

Per AB1825, all managers and supervisors must receive training within six months of employment and every two years.

Supervisors and non-supervisors may access on-line training available at Preventing Harassment in the Workplace and on Campus

In Compliance, a quarterly publication of the Office of Diversity Programs, promoting diversity, equal employment opportunity, and a workplace and educational environment free from discrimination and harassment throughout the Los Angeles Community District Colleges.

Comments, suggestions, questions and/or letters may be submitted to the Managing Editor
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