



BOARD OF TRUSTEES POLICY

DIVERSITY

CHAPTER 2

HUMAN RESOURCES

BOT POLICY 2.00.05

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2.00.05 Diversity

Community Colleges of Spokane’s (CCS) commitment to diversity shall be consistently reflected in its policies and procedures, with the objective that full and part time faculty, classified and exempt staff will reflect the diversity that exists in the communities and the students we serve. Faculty and staff recruitment and hiring procedures shall include processes and outreach efforts designed to enhance the success of applicants from under-represented groups and communities.

CCS shall adopt practices that enhance the retention, success and promotion of employees, particularly those who are new to CCS or from under-represented groups and communities.

CCS’ commitment to diversity will also be reflected in staff development efforts that will ensure that CCS foster awareness and understanding of, and sensitivity to, people of diverse academic, socio-economic, cultural, religious, gender, disability and ethnic backgrounds in the communities and the students we serve.

[Adopted 07/19/05]

Administrative procedure(s) implementing this Board policy		
Procedure #	Procedure Title	Last Revision Date
2.00.01 – B	Human Resources Training and Development	June 2005
2.10.04 – A	Personnel Selection	June 2005
2.30.01 – C	Affirmative Action Plan	June 2005