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| Book | VCCCD Board Policy Manual |
| Section | Chapter 7 Human Resources |
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The Ventura County Community College District (VCCCD) is committed to employing a diverse and qualified group of administrators, faculty, and staff members who are dedicated to the success of all college students.

The Ventura County Community College District Board recognizes that a diverse community of faculty, staff and administrators promotes academic excellence and creates an inclusive educational and work environment for its employees, contractors, students and the community it serves. A diverse community fosters multi-cultural awareness, promotes mutual understanding and respect, and provides role models for all students.

The VCCCD seeks candidates who are best prepared to meet the needs, interests and goals of the diverse students it serves. It is the VCCCD's policy to recruit, employ, value, and support a highly qualified and diverse workforce. Through the cooperation and the assistance of all VCCCD staff, the Governing Board assures that all employees and applicants for positions in the VCCCD will have equal opportunity for employment regardless of ethnic group identification, race, color, language, accent, immigration status, ancestry, national origin, political beliefs, age, gender, religion, transgender, sexual orientation, marital status, veteran status, and/or physical or mental disability.

All candidates must meet the following requirements to be qualified for employment in the VCCCD:

- 1) Candidates must demonstrate sensitivity, knowledge, and understanding of the diverse academic, socioeconomic, gender, cultural, disability, and ethnic backgrounds of the students VCCCD serves and be sensitive to and have knowledge and understanding of groups historically underrepresented, and groups who may have experienced discrimination.
- 2) Candidates must demonstrate knowledge and/or experience ability in integrating diversity into their duties

The VCCCD believes the Governing Board, administration, faculty, and staff share the responsibility of ensuring that VCCCD employees are sensitive to, and knowledgeable of, the diverse backgrounds of its staff and students.

The VCCCD Board directs that the principles and spirit of this Cultural Diversity/Equal Opportunity Policy be applied to student admissions and enrollment, financial aid, transfer, curriculum, and faculty and staff development.

The Board directs the staff to develop and to periodically update a Cultural Diversity/Equal Opportunity Plan. In this plan there shall be procedures to ensure compliance.

Nothing in this section will supersede state or federal law. Compliance with this Board Policy shall be consistent with the regulations embodied in applicable federal and state law and with California and Federal Equal Opportunity legislation.

See [Administrative Procedure AP 3420](#).

