

**COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

**BP No.  
7100**

Board Adopted: 01/11/2012; 11/10/2021

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I. Introduction

- A. Diversity within the college environment provides the opportunity to foster mutual awareness, knowledge, and sensitivity, and to challenge ingrained stereotypes. The Rio Hondo Community College District is committed to a work and learning environment conducive to open discussion and the free exchange of ideas. Global awareness and exploring the diversity of the local communities served by the College are both important components of the College's commitment to diversity. Embodying, promoting and celebrating diversity inspires innovative ideas, practical solutions, and team-building in achieving the District's goal of professional and educational excellence.
- B. The District is committed to building an inclusive and diverse environment and maintains comprehensive programming and planning to ensure that practice reflects these principles. The District believes that access to high-quality education and services in an equitable, inclusive environment is the right of all individuals and is committed to dismantling the barriers facing underrepresented students by routinely reviewing structural barriers to equity and investing in equity-minded policies, practices, and behaviors that lead to success for all students.
- C. The District is committed to employing qualified administrators, faculty and staff members who are dedicated to student success and committed to an inclusive, anti-racist campus culture. The Board recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, provides suitable role models for all students, and leads to higher student achievement. The Board is strongly committed to staff development and hiring processes that support the goals of equal opportunity and diversity, provide equal consideration for all qualified candidates, and create an anti-racist academic and employment environment.

II. Sources/references

- A. Education Code Sections 87100 et seq.
- B. Title 5 Sections 53000 et seq.