

## **Title 5 - DEIAA**

Title 5 California Code of Regulations § 53602 (Advancing Diversity, Equity, Inclusion, Accessibility, and Anti-Racism in Evaluation and Tenure Review Processes) requires evaluation of employee performance to demonstrate, or progress toward, proficiency in DEIAA competencies. As such, the district will be including the following in job descriptions to provide the expectation and ability to evaluate accordingly. The District will negotiate the impacts of this inclusion with the applicable unions.

### **Knowledge, Skills, and Abilities:**

#### **Abilities:**

- Ability to work directly with people from diverse racial, ethnic, and socioeconomic backgrounds.
- Ability to cultivate and develop inclusive and equitable working relationships with students, faculty, staff, and community members.
- Ability to understand cultural differences.