

BOARD REPORT NO. 18-5-6CA

TO: Members of the Board of Trustees
FROM: Ron Galatolo, Chancellor
PREPARED BY: Eugene Whitlock, Vice Chancellor, Human Resources and General Counsel,
358-6883

APPROVAL OF DISTRICT EQUAL EMPLOYMENT OPPORTUNITY PLAN

Section 53003(a) of California Code of Regulations, Title 5, requires each community college district to develop and adopt an Equal Employment Opportunity (EEO) Plan, which focuses on equal employment opportunity in recruitment and hiring policies and practices. The District's current plan was adopted by the Board effective July 1, 2015. Pursuant to Title 5, Section 53003(b) the District must review its plan at least every three years and, if necessary, revise and submit to the State Chancellor's Office. The District's plan has been updated after reviewing best practices from other schools across the state, and adding specific interests and references identified through working with the EEO Advisory Committee which is made of faculty, classified staff and management staff. The most significant changes include updating the Plan to reflect the current data collection practices and the steps taken to more closely align the District's hiring practices with the goals of the District's Strategic Plan. This plan will be reviewed regularly by the EEO Advisory Committee and updated plans will be brought to the Board for its consideration.

RECOMMENDATION

It is recommended that the Board of Trustees approve the District's Equal Employment Opportunity Plan dated July 1, 2018 – June 30, 2021.