

TO: BOARD OF TRUSTEES

FROM: SUPERINTENDENT

BOARD REPORT No. 5034

Prepared by the AVP, Human Resources
for presentation to the Board of Trustees
on June 6, 2017

SUBJECT: Approval of the District's Equal Employment Opportunity (EEO) Plan

I. AGENDA STATEMENT

The Board will be asked to approve the Equal Employment Opportunity (EEO) Plan.

II. BACKGROUND

The EEO Plan describes the District's efforts to promote diversity in hiring and promotion. The EEO plan is essential for student success. The District aspires to have a workforce that is responsive to the needs of our student population.

III. ANALYSIS

The California Board of Governors has established regulations within Title 5 of the California Code of Regulations to address discrimination, complaints, and equal employment opportunity in the community college system. The requirement is for each Community College to have an EEO plan. In addition, an EEO fund was established and allocated annually to the Community Colleges. Historically based on FTES, the new allocation amount is based on the "Multiple Methods" for measuring success in FY 2016-17. With the presentation of the District's EEO Plan and the Multiple Methods document, the District should be in good standing with the State Chancellor's Office to receive funding for our diversity efforts.

IV. BUDGET IMPLICATIONS

There are no budget implications. If funding is not received, the District will not be able to implement all of the action plans in development by the Diversity Committee.

V. RECOMMENDATIONS

It is recommended that this Board approve the Equal Employment Opportunity Plan.

Prepared and Approved by,



Theresa Richmond
AVP, Human Resources

Respectfully submitted,



Scotty Thomason
Superintendent/President