BOARD OF TRUSTEES
Agenda Item Description

BOARD MEETING DATE: 6/13/2013

SUBJECT: Equal Employment Opportunity (EEO) Plan

PROPOSAL:
In support of equal employment opportunities and the diversification of the workforce, Title 5 requires each community college to develop an Equal Employment Opportunity (EEO) Plan. Each plan must include a policy statement, information on training and notification requirements, complaint procedures, an analysis of the workforce, and measures to address equal employment opportunity. The college’s EEO Plan was initially approved by the Board of Trustees in December 2007 after approval and support by constituent groups through the shared governance process, including the Planning Committee. The plan was recently updated based on guidance from the Chancellor’s Office, and the revision includes an updated analysis of the workforce. The Inclusivity Committee, which serves as the Advisory Council to the plan, constituent groups, and the planning committee support the revised plan as presented to the Board of Trustees. The plan must be submitted to the Chancellor’s Office by June 28, 2013 and must be reviewed and updated every three years.

RECOMMENDATION: Approve the EEO Plan for submission to the state Chancellor’s Office.

SUPPORTING INFORMATION:

Background & Summary: After the board’s initial adoption of the EEO Plan in December 2007, the district was informed that the plan need not be submitted to the Chancellor’s Office pending further direction related to “availability data.” Title 5 regulations require that district plans compare applicant and hiring statistics to “availability data” as part of the EEO plan. Essentially, this means comparing applicants and hires from “monitored” groups to the number of qualified individuals from the monitored groups and making an analysis. Based on efforts of the Chancellor’s Office and research consultants, it was determined that data sets to conduct these comparisons were not available. Due to lack of data sets, components 11, 12, 13, and 15 of the plan that speak to availability data are not required for the plan since the analysis cannot be completed.

Fiscal Impact of Proposal: Existing financial and human resources will be employed to fully implement the plan, so it is anticipated that there will be no impact on the college’s general fund.

Submitted By: Approved for Consideration By:
Laura Ecklin Ron Kraft
Dean, Human Resources Superintendent/President

Attachments? Yes ☒ No □