

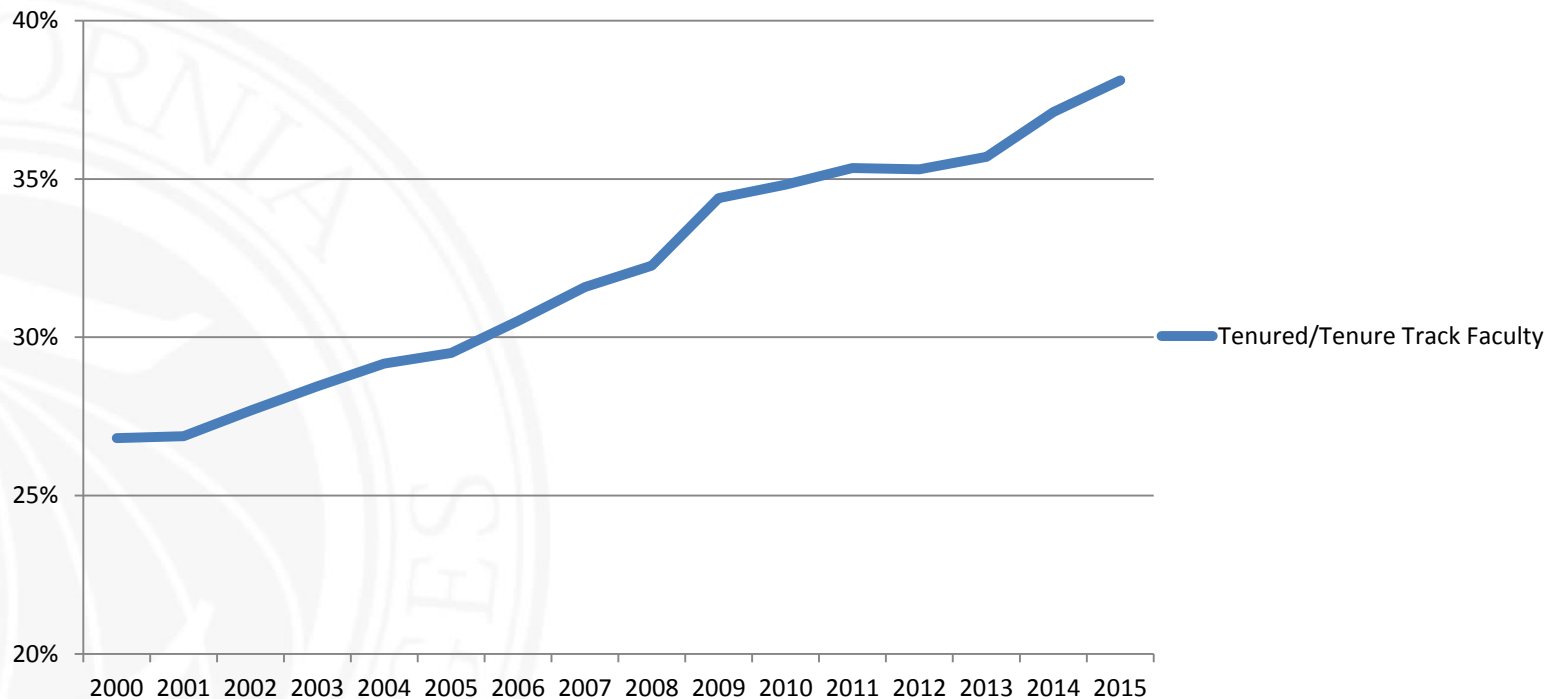
Improving Faculty Diversity in California's Public Colleges and Universities



An Oversight Hearing of the
Assembly Committee on Higher Education
Assembly Budget Subcommittee No. 2 on Education Finance



California Community Colleges Faculty Diversity



Title 5 Requirements

- **EEO Plan:** Each district must adopt an EEO Plan and submit it to the CCCCCO every three years.
- **EEO Advisory Committee:** Each district must establish an EEO Advisory Committee to assist in developing and implementing the district's EEO Plan.
- **Training of Selection Committees:**
 - State and federal nondiscrimination laws
 - Educational benefits of workforce diversity
 - The elimination of bias in hiring decisions
 - Best practices for serving on a selection committee



Role of the Chancellor's Office

- The CCCCO does not make faculty hiring decisions. Community college hiring decisions occur at the local level.
- The CCCCO allocates funding to local districts, establishes title 5 EEO regulations, and provides guidance to local districts on EEO practices.
 - Consistent with the Budget Act of 2015, \$62.3 million was allocated to community college districts for full-time faculty hiring based on the number of full time equivalent students (FTES).
 - The CCCCO also annually allocates EEO Funds to each district to promote local EEO programs and activities



Chancellor's Office Outreach to Districts

- The CCCCO has provided a significant amount of EEO outreach and guidance to districts to coincide with the increased funding for full-time faculty hiring at our community colleges.
 - Three statewide webinars focused exclusively on EEO and diversity hiring practices (October 2015)
 - A series of seven “Equal Employment Opportunity and Equity in Faculty Hiring” regional training sessions held at local districts (Jan/Feb 2016)
 - Legal Advisory on Proposition 209 (June 2016)



New EEO Fund Allocation Model

9 Multiple Methods

Pre-Hiring

1. District's EEO Advisory Committee and *EEO Plan* (**required for funding**)
2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

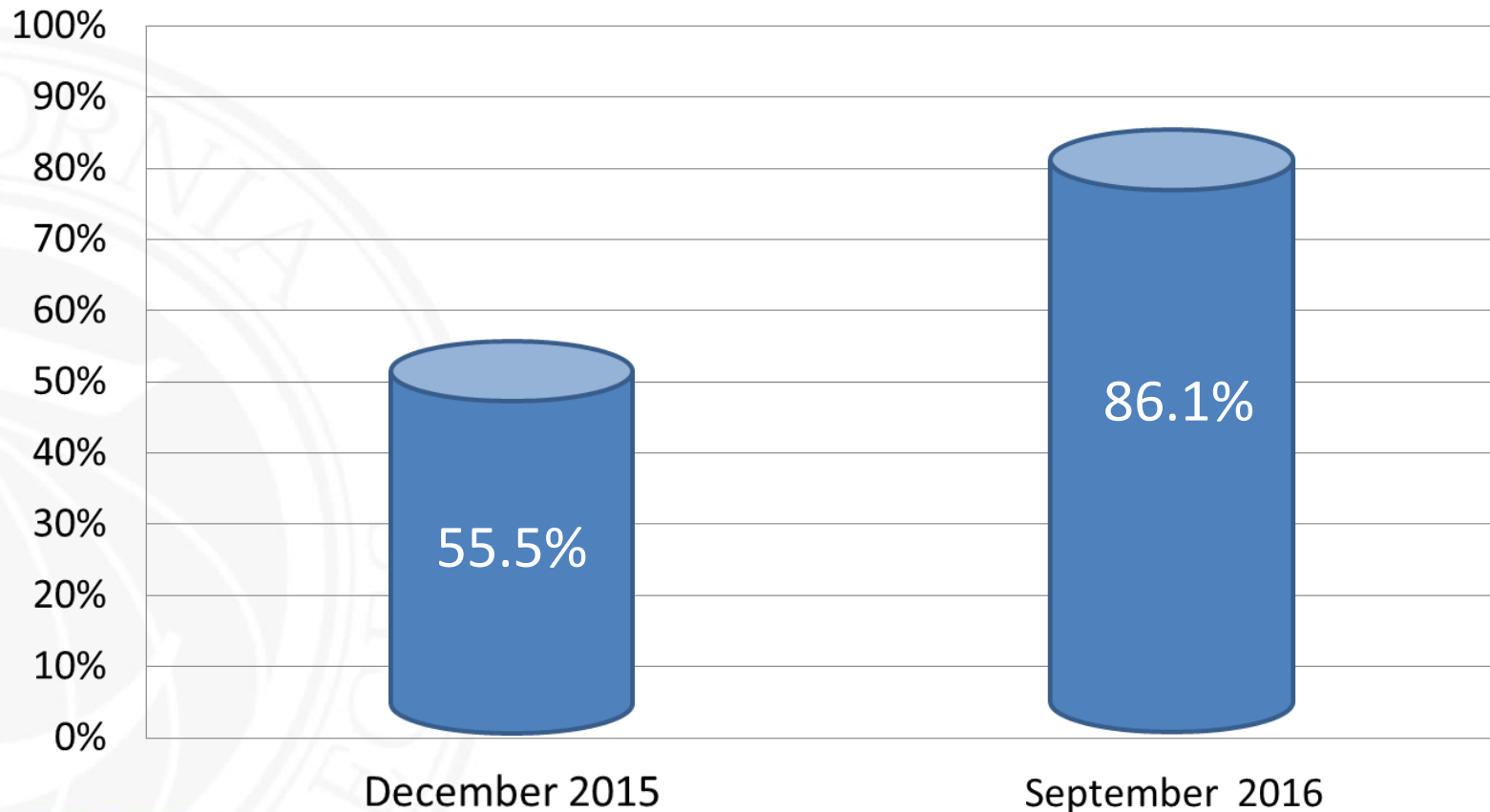
5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs



Impact of Multiple Methods on District EEO Plan Compliance



Multiple Method Certification

- Each local district's Chief HR Officer, CEO and Board of Trustees must annually certify compliance to receive funds

Equal Employment Opportunity Fund *Multiple Method* Allocation Model Certification Form, Fiscal Year 2015-16

Does district meet Multiple Method #1 (District's EEO Advisory Committee and EEO Plan)?

- Yes**
- No**

Under the *Multiple Method* allocation model, districts must minimally have an operational District EEO Advisory Committee and an updated EEO Plan.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor's Office. (Title 5, Section 53003).
- EEO Plans are considered active for three years from the date of when the District's Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, Section 53005).

Please provide an explanation and evidence of meeting this Multiple Method, #1. _____



EEO and Diversity Best Practices Handbook

- The Statewide EEO and Diversity Advisory Committee reviewed all responses to the multiple measures submissions and selected three from each category for inclusion in an EEO and Diversity Best Practices Handbook

Office of the General Counsel

EEO and Diversity Best Practices Handbook



Moving Forward

- The Chancellor's Office will continue its efforts to guide and educate local districts on EEO and diversity hiring issues
- Renewed efforts to ensure the local collection, analysis and reporting of longitudinal applicant and hiring data
- Peer review of EEO plans and dissemination of best practices to our community colleges
- AA to MA Faculty Diversity Pathway

