



California Community Colleges

Commitment to Diversity, Equity and Inclusion

Updated: October 31, 2019

Background

The California Community Colleges represent the largest system of public higher education in the nation, with 2.1 million students attending 115 colleges in 73 community college districts. While our students come from rich and diverse backgrounds, community college faculty, in large part, do not. In 2016, over 50 percent of community college students belonged to an underrepresented racial or ethnic group while the corresponding number for full-time faculty was just over 20 percent.

EEO Program Funding

In the 2016 Budget Act, the Legislature provided the Chancellor's Office with \$2.767 million (Proposition 98) for Equal Employment Opportunity (EEO) efforts through the Employment Opportunity Fund (EEO Fund). The Legislature has authorized the Board of Governors to adopt regulations for the use of the EEO Fund, which may include, but need not be limited to, the following uses:

- Activities designed to encourage community college students to become qualified for, and seek, employment as community college faculty or administrators;
- Outreach and recruitment;
- In-service training on equal employment opportunities;
- Accommodations for applicants and employees with disabilities;
- Other activities to promote equal employment opportunities and implement the requirements of this article; and
- Use of up to 25% of the fund to provide technical assistance, service, monitoring, and compliance functions, including the provision of a clearinghouse for advertising community college district job opportunities and for allowing persons seeking jobs to make known their interest in community college employment. The clearinghouse, known as the California Community College Registry (CCC Registry), is managed by the Chancellor's Office on behalf of the system. (Education Code § 87108)

Disbursements of EEO Program Funds

In 2016, the Chancellor's Office consulted with statewide stakeholders and through the Chancellor's Office Equal Employment Opportunity and Diversity Advisory Committee, implemented a new model for allocating EEO Fund dollars to community college districts. To receive funding, districts must meet 7 out of 9 multiple methods. All districts must meet Multiple Method 1 and certify that they are employing 6 of the remaining 8 multiple methods. If the district meets these requirements, they are eligible to receive their share of the EEO Fund.

PRE-HIRING METHODS

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

HIRING METHODS

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

POST-HIRING METHODS

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

In 2016, each complying district's share of the EEO fund was approximately \$60,000. Of the amount received by the Chancellor's Office, \$350,000 was expended for the operation of the statewide CCC Registry and the remaining funds were allocated to the districts. Districts use their funds to promote EEO programs consistent with the EEO statutory scheme and the Board of Governors' regulations, including the Multiple Methods. Among some of the notable uses of funds in 2016 were the following:

- Faculty diversity internship programs
- Training on implicit bias and micro-aggression
- Cultural awareness events
- Targeted job advertisements to underrepresented communities
- Travel stipends for recruitment of diverse candidates
- Sign language interpreters for hearing impaired job applicants

Future EEO Program Funding Priorities

For the 2019-20 fiscal year, consistent with the 2019-20 Budget Act, districts received \$45,000. Although progress is being made, the system has not been able to keep pace with the increased diversity of the student body. In 2019, at the direction of the Board of Governors, the Chancellor's Office convened a Diversity, Equity, and Inclusion Task force, which developed recommendations for actions to increase diversity in the California Community Colleges. Among these recommendations are the following:

- Constituting a workgroup to review and revise the Model EEO Plan, and align the Multiple Methods with the new Model EEO Plan requirements.
- Modernizing the CCC Registry to improve its functionality and data-gathering capabilities.
- Hiring a Vice Chancellor of EEO to coordinate statewide EEO efforts.