

**BOARD REPORT NO. 17-5-103B**

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

**CERTIFICATION OF DISTRICT EQUAL EMPLOYMENT OPPORTUNITY FUND  
ALLOCATION APPLICATION**

Under the State Chancellor's authority to "represent the Board [of Governors] in monitoring the use of the Equal Employment Opportunity Fund for the purpose of promoting equal employment opportunities in hiring and promotion at community college districts," the State Chancellor's Office implemented a new funding allocation model beginning in 2015-16. The "Multiple Method" allocation model, described below, was developed by the State Chancellor Office's Equal Employment Opportunity and Diversity Advisory Task Force and CCCCO's Legal Division Office beginning in September 2015. The purpose of this change is to increase diversity hiring, especially as it concerns faculty hiring. As a result of this change in funding, and the certification of its equal employment opportunity efforts provided to the State Chancellor's Office in May 2016, the District received \$60,000.00 for equal employment opportunity funding for this fiscal year as compared to \$7,798.00 in the prior year when funds were allocated purely based on FTES. In 2016-17 funds have been primarily spent to support the Museum of Tolerance Program as well as accommodations for employees.

A district's success in promoting equal employment opportunity is measured by its efforts to implement certain best practices, referred to as "multiple measures."

**Pre-Hiring**

1. District's EEO Advisory Committee and EEO Plan
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

In order for the District to receive funding for 2017-2018, the District Equal Employment Opportunity Advisory Committee, Chancellor and Board of Trustees must certify how many of the “multiple methods” the District has satisfied. As explained in detail in the attached certification, the District has satisfied all of the “multiple methods” except one (Number 3 - Incentives). See Exhibit A (Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form). The EEO Advisory Committee and Chancellor have already signed the application form, indicating their certification that the District has satisfied 8 of the 9 “multiple methods.”

### **RECOMMENDATION**

It is recommended that the Board of Trustees certify the District’s application for Equal Employment Opportunity funding.