

## EEO Plan Overview - 2022

Changes Coming!

Title 5 §53003 – The governing board of each CCD shall develop a districtwide written equal employment opportunity plan

- District must review its plan at least once every three years

July 2021 BOG adopted new EEO regulations for more robust & accountable EEO programs

- Regulations still pending review by Department of Finance

SCCCD Plan Due in June 2022, but due to delay in approval of new regulations, the CCCCCO granted a nine-month extension

- SCCCCD Plan now due March 2023
- Must be written to address new regulations, including equity-centered goals, metrics and actionable milestones for the next three years

EEO Plan Template Changes

Component 10

- Greater emphasis on analyzing adverse impact (4/5 rule)
- Adverse impact exists where the selection rate for the monitored group is less than 4/5 of the selection rate for the group with the highest rate
- Develop District strategies to mitigate any identified adverse impact

Component 11

- Collection of “availability data” (availability of potential job applicants for each position)
  - Existed in prior Title 5 regulations, dependent on CCCCCO providing this data (that never happened)
- How do we collect this data?
  - CCCCCO working on guidance
  - ACHRO developing a method
  - Districts can develop their own method
- Analysis of underrepresentation
  - Underrepresentation exists where the percent of a monitored group in a job category is below 80% of their projected representation based on availability in the workforce

Component 12

- District strategies to address underrepresentation
  - How the methods will address the problem & how the method will be evaluated

Component 13

- Specific pre-hiring, hiring and post-hiring EEO strategies

- Pre-hire – support equitable and inclusive environment; help attract and retain candidates from underrepresented groups
- Hiring – promote development of diverse and qualified candidate pools; eliminate bias in hiring decisions
- Post-hire – strategies to gather and utilize hiring and workforce data; support new employees; manage and respond to EEO complaints
- Must include a schedule identifying the timetables for implementation of the strategies

#### CCCCO Review of Plans Prior to Adoption

##### Title 5 §53003

- Will now require the plan drafted by the EEO Advisory Committee to be submitted to the CCCCCO at least 90 days prior to its adoption by the BOT
- Comments received from CCCCCO on proposed plan must be presented to BOT prior to adoption

##### Title 5 §53024.2

- The CCCCCO may review a District's plan and implementation efforts to assess the institution's on-going efforts to support diversity
- The CCCCCO will inform the District of specific areas of concern and direct the District to adopt a revised EEO plan within 120 days
- After drafting, but before adoption, during the 90-day review period by the CCCCCO, the CCCCCO can determine if revisions are sufficient; if not, CCCCCO can direct the District to implement specific strategies and provide a timetable for subsequent review

**CCCCO can decline to distribute EEO funds if District is not in substantial compliance**