





The Board of Governors of the California Community Colleges

PRESENTED TO THE BOARD OF GOVERNORS

DATE: January 19-20, 2016

SUBJECT: Equal Employment Opportunity Report		Item Number: 4.6	
		Attachment: No	
CATEGORY:	Legal Affairs	TYPE OF BOARD CONSIDERATION:	
Recommended By:	 Thuy Thi Nguyen, Interim General Counsel	Consent/Routine	
		First Reading	
Approved for Consideration:	 Brice W. Harris, Chancellor	Action	
		Information	X

ISSUE: This item provides a report on the new allocation model for the Equal Employment Opportunity (EEO) Fund as part of four statewide Equal Employment Opportunity initiatives by the Chancellor’s Office.

BACKGROUND: The Chancellor “represent(s) 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” (Education Code, Section 87107 and Board of Governors Standing Order 374.)

Due to recent funding increases, we project that in academic years 2014-17 California community colleges will have an exponential increase in full-time faculty hiring not seen for nearly two decades – with an estimated 1,100 new full-time faculty members this academic year alone. This wave of hiring represents a tremendous opportunity for our system to grow, not only in size but in the talent and diversity of our college personnel. Studies demonstrate the educational benefits of a diverse faculty, which have closed achievement gaps by 20 to 50 percent. Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom*. American Economic Review, 104(8): 2567-2591. **(Background cont’d)**

RECOMMENDATION: This item is presented to the Board for information.

(Background cont'd)

Our colleges serve a highly diverse student population, very reflective of the broader population of California. Yet, in the past ten years, only 20 to 30 percent of full-time faculty hires were from underrepresented communities. The upcoming wave of hiring presents an opportunity to address this significant problem.

The Chancellor's Office is implementing four statewide initiatives to increase compliance with legal EEO requirements and provide our students with the educational benefits of a diverse workforce:

1. Professional Development (3-part webinar series; Northern and Southern EEO and Faculty Diversity Summits co-sponsored by ASCCC);
2. Peer Review Panel of EEO Plans;
3. AA to MA Faculty Diversity Pathway program to encourage community college students to teach at community colleges; and
4. New allocation model for EEO Fund.

Each year, districts receive money from the EEO Fund which is allocated proportionally to the student population (full-time equivalent students) of each district. In December 2015, the Chancellor's Office sent a communique to the districts that it will implement a new allocation model to distribute EEO funding.

Title 5, Section 53030 states in relevant part (*with emphasis*):

Resources provided to the Board of Governors for the purpose of promoting equal employment opportunity in hiring and promotion within the system shall be placed in an EEO Fund and shall be allocated consistent with the following:

(a) A portion of the fund, but not more than 25 percent, shall be set aside to provide technical assistance, service, monitoring, and compliance functions.

(b) That portion of the funds not allocated pursuant to subdivision (a) may be allocated to the districts in the following categories:

(1) an amount proportional to the full-time equivalent students of each district to the total full-time equivalent students for all districts;

(2) an equal dollar amount to each district;

(3) *an amount related to success in promoting equal employment opportunity. Multiple methods of measuring success shall be identified by the Chancellor working through the established Consultation Process.*

To encourage the success of our colleges in achieving EEO objectives, the Chancellor's Office will adopt a new EEO funding model that encourages the adoption of best practices. This will be accomplished through the "multiple methods of measuring success" allocation option, an approach that has not previously been utilized by the Board of Governors or Chancellor's Office.

The Chancellor's Office longstanding Equal Employment Opportunity and Diversity Advisory Committee and the Legal Affairs Division identified nine best-practice areas for "success in

promoting” EEO. These nine areas will serve as the “multiple methods” criteria for reallocating the EEO Fund:

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