

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

District Name: GROSSMONT - Cuyamaca Community College District

The district met Multiple Method #1 (District's EEO Advisory Committee and EEO Plan).

- Yes
- No

The district met at least 5 of the remaining 8 Multiple Methods? (Please mark your answers.)

- Yes

- Method 2 (Board policies and adopted resolutions)
- Method 3 (Incentives for hard-to-hire areas/disciplines)
- Method 4 (Focused outreach and publications)
- Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
- Method 6 (Consistent and ongoing training for hiring committees)
- Method 7 (Professional development focused on diversity)
- Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
- Method 9 (Grow-Your-Own programs)

- No

***I CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda of when District's EEO Advisory Committee certified this report form.***

**Chair, Equal Employment Opportunity Advisory Committee.**

Name: TIM CORCORAN Title: VC-HR  
Signature: [Signature] Date: 5/31/16

**Chief Human Resources Officer**

Name: TIM CORCORAN Title: VC-HR  
Signature: [Signature] Date: 5/31/16

**Chief Executive Officer (Chancellor or President/Superintendent)**

Name: CINDY MILES Title: Chancellor  
Signature: [Signature] Date: 5/31/16

**President/Chair, District Board of Trustees**

Date of governing board's approval/certification: 06/21/16  
Name: [Signature] Title: President/Chair, Board of Trustees  
Signature: [Signature] Date: 06/21/16

Date Due at the Chancellor's Office: **June 1, 2016**

Return to: Javier Gonzalez ([jgonzalez@cccco.edu](mailto:jgonzalez@cccco.edu))

Chancellor's Office California Community Colleges: 1102 Q Street, Ste. 4500, Sacramento, CA 95811

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

This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 *Multiple Methods*. The Chancellor's Office will select some of the practices reported and highlight them in an "EEO and Diversity Best Practices Handbook".

When providing explanation(s) and evidence of your district's success in implementing the *Multiple Methods*, please write a response suitable for publication in the best-practices handbook. Please keep narrative to no more than one page per *Multiple Method*.

### Nine (9) Multiple Methods

#### 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

### 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.

See Attached Document(s)

"Multiple Method 1 Explanation + Evidence.pdf"

"2016 EEO Plan - GCCCD.pdf"

"GCCCD EEO Data 2010-2015.pdf"

"Method 1 Support Material - DEI-Council-Strat-Plan-20130826.pdf"

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To receive funding for that year's allocation amount, districts are also required to meet 5 of the remaining 8 Multiple Methods.

**Does the District meet Method #2 (Board policies and adopted resolutions)?**

**Yes**

**No**

Please provide an explanation and evidence of meeting this Multiple Method, #2.

See Attached Document(s):

"Multiple Method 2 Explanation + Evidence.pdf"

"Method 2 Support Material - AP2740.pdf"

"Method 2 Support Material - BP2740.pdf"

**Does the District meet Method #3 (Incentives for hard-to-hire areas/disciplines)?**

**Yes**

**No**

Please provide an explanation and evidence of meeting this Multiple Method, #3.

See Attached Document:

"Multiple Method 3 Explanation + Evidence.pdf"

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Does the District meet Method #4 (Focused outreach and publications)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #4.

See Attached Document(s):

"Multiple Method 4 Explanation + Evidence.pdf"

"Method 4 Support Material - 2012 - CC - Campus.Climate.Svy.pdf"

"Method 4 Support Material - 2012 - GC - Campus.Climate.Svy.pdf"

Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #5.

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Does the District meet Method #6 (Consistent and ongoing training for hiring committees)?

- Yes  
 No

Please provide an explanation and evidence of meeting this Multiple Method, #6.

See Attached Document(s):

"Multiple Method 6 Explanation + Evidence.pdf"

"Method 6 Support Material - 2016 HIRE Presentation - GCCCD.pdf"

Does the District meet Method #7 (Professional development focused on diversity)?

- Yes  
 No

Please provide an explanation and evidence of meeting this Multiple Method, #7.

See Attached Document(s):

"Multiple Method 7 Explanation + Evidence.pdf"

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**Does the District meet Method #8 (Diversity incorporated into criteria for employee evaluation and tenure review)?**

- Yes  
 No

Please provide an explanation and evidence of meeting this Multiple Method, #8.

**Does the District meet Method #9 (Grow-Your-Own programs)?**

- Yes  
 No

Please provide an explanation and evidence of meeting this Multiple Method, #9.