

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

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.

The EEO Committee of Barstow Community College has revised/amended and implemented new and current Board Policies to incorporate provisions of the EEO plan and the need for Diversity and inclusion. The Board Policies/Administrative Procedures are currently undergoing the Participatory Governance Review process. The Associate Vice President of Human Resources has presented the new and revised Board policies and associated Administrative Policies to constituent groups for input and Cabinet. The Board Policies and associated Administrative Procedures have been forwarded to the Board of Trustees for approval at May 18,2016 meeting.

- <http://www.boarddocs.com/ca/bccd/Board.nsf/Public> - BP/AP 3420, 7100
- <http://www.boarddocs.com/ca/bccd/Board.nsf/Public> (May 18,2016 Board Meeting Agenda)
- [http://www.boarddocs.com/ca/bccd/Board.nsf/files/A9WVC379DC7F/\\$file/AP%207120.May.2016.pdf](http://www.boarddocs.com/ca/bccd/Board.nsf/files/A9WVC379DC7F/$file/AP%207120.May.2016.pdf) (AP 7120 Board Item)
- [http://www.boarddocs.com/ca/bccd/Board.nsf/files/A9WVC379DC7F/\\$file/AP%207120.May.2016.pdf](http://www.boarddocs.com/ca/bccd/Board.nsf/files/A9WVC379DC7F/$file/AP%207120.May.2016.pdf) (BP 7120)

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.

Barstow Community College meets Method #3 through implementation of the plan components 10, 11, 12 of the EEO Plan. EEO Advisory Committee agreed to collect recruitment data and analyze. As the majority of the Human Resources staff responsible for collection of recruitment data has been employed less than 3 years, the Committee agreed to use 2013-2014 as starting point. The recruitment survey was discussed and revised to ensure accurate capture of data and match with data collected by the Chancellor's Office. At the conclusion of each recruitment, data is/will be analyzed for number of applicants, diversity of pool, number of qualified applicants, diversity of candidates receiving interviews, and where applicants learned of the employment opportunity. Additionally, length of time for each recruitment will be measured from opening to when the selected candidate begins the position. The EEO Advisory Committee has also begun to collect data for analysis on attrition. The EEO Committee hopes to utilize captured data to identify specific job classes, underrepresented groups and faculty teaching disciplines which have been particularly hard to fill for Barstow College's demographic area and develop recruitment strategies designed to elicit a larger pool of diverse qualified applicants.

http://www.barstow.edu/Pdf/Human_Resources/eeopl15.pdf