Digest means an item that has been through internal review of the Chancellor's Office and the review entities. The item now has form and substance, and is officially "entered into Consultation." The Council reviews the item and provides advice to the Chancellor.

Title: Equal Employment Opportunity Fund Allocation (EEO Fund)

Date: November 19, 2015

Contact: Thuy Thi Nguyen, Interim General Counsel
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Background
It is believed 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. Yet, in the past ten years, only 20%-30% of full-time faculty hires were from underrepresented communities.


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.

Currently, the EEO Fund is allocated per subsection (b)(1) – that is, proportional to the FTES of each district. Approximately $5,000,000 (one-time funding) is available to allocate based on this multiple-methods formula.
The Chancellor’s Office is working with its longstanding Equal Employment Opportunity and Diversity Advisory Committee to identify multiple methods of measuring success. The Advisory Committee initially identified a set of strategies and measurements which were presented to Consultation Council on September 10, 2015. With feedback from Consultation Council, the Advisory Committee further refined the list of strategies and measurements at its September 28, 2015, quarterly meeting and identified 9 major areas which were presented at the October 8, 2015, Consultation Council meeting:

**Pre-Hiring**
- I. Board policies & adopted resolutions
- II. Incentives for hard-to-hire areas/disciplines
- III. Focused outreach and publications
- IV. Role of District EEO Advisory Committee and EEO Plan

**Hiring**
- V. Procedures for addressing diversity throughout hiring steps and levels
- VI. Consistent and ongoing training for hiring committees

**Post-Hiring**
- VII. Professional development focused on diversity
- VIII. Diversity incorporated into criteria for employee evaluation and tenure review
- IX. Grow-Your-Own programs

With Chancellor’s Office staff, the Advisory Committee also sought feedback from colleges at various conferences in October and November. The proposed set of 9 multiple methods were also presented at two statewide CCCCO summits for additional feedback:

*Northern California Summit:* Monday, November 2, 2015 at DeAnza College.
*Southern California Summit:* Wednesday, November 4, 2015 in Irvine.

The Academic Senate of California Community Colleges co-sponsored the summits which had nearly 240 faculty members, classified professionals, administrators, and trustees in attendance. The summits focused on four areas: 1) research on how the achievement gap closes when underrepresented students are taught by minority faculty, 2) neuroscience of implicit bias in hiring decisions, 3) best practices in hiring, and 4) federal and state EEO laws. The summits were organized by the CCCCO’s Legal Affairs and IEPI Divisions. Summit materials can be found at this link:

[http://extranet.cccco.edu/Divisions/InstitutionalEffectiveness/EEO_Summit.aspx](http://extranet.cccco.edu/Divisions/InstitutionalEffectiveness/EEO_Summit.aspx)
Based on feedback, there is strong statewide support for focus on diversity hiring and using best practices as delineated in the set of multiple methods to reallocate funds. There are questions as to how the colleges would be judged on the 9 methods; whether it is better to cross-reference the multiple methods based on the “indicators of institutional commitment to diversity” as delineated in Title 5 Section 53024.1; whether colleges have adequate resources to implement the multiple methods; and whether method #8 is practical to implement immediately as it may involve collective bargaining.

**Next Steps**

The EEO and Diversity Advisory Committee will meet on Monday, December 7, 2015, to review the feedback, finalize the set of multiple methods, and advise on fund allocation. The final set of multiple methods is anticipated to be announced by the Chancellor in December of 2015 and presented to the Board of Governors at its January 2016 meeting.