



Agenda Item Details

Meeting	Apr 17, 2024 - Regular Meeting of the Board of Trustees
Category	18. Ratification/Approval of General Items of Business
Subject	18.05 DIS- Approval of The CCCD Equity & Equal Employment Opportunity Plan 2024-2027
Type	Discussion

Description: The Coast Community College District submitted its first Equal Employment Opportunity ("EEO") Plan ("Plan") to the State Chancellor's Office in 2015. Upon implementation of the Plan, The District's Equity and EEO Advisory Committee ("EEEEOAC") was formed to ensure compliance with the Plan and to diligently assess institutional policies and practices and the impact on hiring and retention with a focus on equity and inclusion. The EEEEEOAC recently recommended, approved, and submitted an updated 2024-2027 EEO Plan to the State Chancellor's Office by the required October 2023 deadline. The updates within the Plan continue to highlight the District's commitment to meet the changing needs of our diverse environment and are based on federal and state laws regarding equal employment opportunity. Following are the central elements of the Coast Community College District's Equity & Equal Employment Opportunity Plan for 2024-2027:

1. Equal Employment Opportunity Policy - BP 3420
2. Commitment to Diversity - BP7100
3. Delegation of Responsibility, Authority, and Compliance
4. EEO Advisory Committee
5. The Procedure for Filing Complaints Pursuant to Section 53026
6. The Process for Notifying All District Employees of the Provisions of the EEO Plan and District Policy Statement
7. The Process for Ensuring that the District Employees Who Participate on Screening or Selection Committees Receive Training
8. The Process for Providing Annual Written Notice to Community-based and Professional Organizations
9. The Process for Gathering Information and Periodic Longitudinal Analysis of District's Employees and Applicants
10. The Process for Utilizing Data to Determine Whether Monitored Groups are Underrepresented Within District Job Categories
11. Methods to Address Underrepresentation
12. The Process for Developing and Implementing Strategies that Promote Diversity

(Attachment #10)

Recommendation: It is recommended by the Chancellor that the Board approves the Equity and Equal Employment Opportunity Plan for 2024-2027.

Fiscal Impact: None

Contact: Marlene Drinkwine, Vice Chancellor of Finance and Administrative Services, District Office



CCCD EEO Plan 2024.2027.pdf- FINAL .pdf (403 KB)



CCCD EEO Plan 2024.2027.updated 4.16.24- FINAL .doc.pdf (466 KB)