



California Community Colleges

Equal Employment Opportunity (EEO) and Culturally Competent Professional Development

Memorandums and Funding Information

March 8, 2022

Memoranda Enclosed

- IE 22-01 | Submission of Equal Employment Opportunity Plans in 2022
- IE 22-02 | Allocation of 2021-22 Equal Employment Opportunity Funds for Best Practices
- IE 22-03 | Allocation of 2021-22 Culturally Competent Faculty Professional Development



IE 22-021 | Via Email

February 22, 2022

TO: Chief Executive Officers
Chief Business Officers
Chief Human Resource Officers

FROM: Abdimalik Buul, Ed.D., Visiting Executive of Educational Excellence and Equal Employment Opportunity Program

RE: Submission of Equal Employment Opportunity Plans in 2022

Summary

In July of 2021, the California Community Colleges Board of Governors adopted new Equal Employment Opportunity (EEO) regulations to provide the necessary framework for more robust and accountable EEO programs. While the regulations are still pending review by the Department of Finance the Chancellor's Office is providing districts with EEO Plans due in 2022 up to a 9-month extension for submission of their EEO Plans. Should other delays occur, the Chancellor's Office will notify districts of any resulting changes in these timelines.

This unanticipated delay, provides districts with an opportunity to intentionally begin to design a process for local review and continued alignment of EEO Plans to district local Vision for Success goals. While the EEO Plan submissions will be extended, in order to receive EEO funds, **all districts are still required to submit Multiple Methods certifications by June 1, 2022**. A separate communication reminding districts of their obligations with respect to Multiple Methods was sent out recently.

Board of Governors Adoption of Amendments to EEO Regulations

Background

In July 2021, the Board of Governors adopted a number of amendments to the existing title 5 regulations regarding Equal Employment Opportunity programs in community college districts. Among other things, the amendments made changes to the process for submitting EEO plans to the Chancellor's Office, the content of those plans, and certain timelines for submissions. Before the amendments to the EEO regulations can become effective, the Department of Finance (DOF) must certify the regulations' cost implications. DOF certification is still pending.

Under the current EEO program regulations, each community college district must review and submit a new EEO plan every three years. However, there is no uniform deadline applicable to all districts. As a result, in any given year, a certain number of community college districts' EEO plans expire and must be renewed. In 2022, approximately 30 districts' EEO plans are due.

In order to assist community college districts in anticipating, designing, and implementing effective EEO plans that are consistent with the Board of Governors' amended regulations, and its emphasis on improving districts' diversity, equity, inclusion, and accessibility efforts, the Chancellor's Office has undertaken two projects to provide such assistance. First, the Chancellor's Office undertook a redesign of the EEO Plan template that districts may use to craft and submit their EEO plans once the new regulations are in effect. Second, the Chancellor's Office is also updating its EEO Best Practices handbook, which provides districts with guidance and ideas for effective EEO practices proven to result in positive EEO outcomes elsewhere in the system and may assist other districts in their intentional design of EEO strategies.

Submission Extension for 2022 EEO Plans

To avoid having districts submit two new EEO plans in 2022, the Chancellor's Office will provide those districts with EEO Plans due in 2022, a 9-month extension. The reasons for this are as follows. First, DOF approval may come at any time. Therefore, requiring districts to submit an EEO plan governed by regulations that may soon become inoperative, would be inefficient in regards to time and resources. Second, the Chancellor's Office is in the process of finalizing the EEO Best Practices handbook and planning professional development activities to assist districts in implementing an effective EEO program. Districts are encouraged to use this extension and professional development opportunities to intentionally design EEO plans with equity-centered goals, metrics and actionable milestones over the next three years. And third, this extension allows community college districts to implement and embed the recommendations of the [Vision for Success Diversity, Equity, Inclusion, and Accessibility Implementation Workgroup](#).

Next Steps

Districts whose EEO plans are due in 2022, will have additional time to submit their plan to the Chancellor's Office as specified above. However, all districts must complete and submit their Multiple Methods certification for this year by June 1, 2022. All districts with EEO Plans due in 2022, and otherwise meeting the specified criteria, should check the box indicating they are in compliance with Multiple Method #1, which requires an active EEO Advisory Committee, a current EEO Plan, and the submission of an Expenditure Report for the prior year.

Once the Chancellor's Office has received confirmation from DOF that the amended EEO regulations have been approved, we will notify districts. In the meantime, districts should continue to prepare for the revision and submission of new EEO plans. All 2022 professional

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development offered by the Chancellor's Office has been designed to support districts and advance the [new EEO regulations adopted by the Board of Governors](#).

Should you have any questions about this guidance, please send an email to Dr. Abdimalik Buul at: abuul@cccco.edu.

cc:

Dr. Daisy Gonzales, Deputy Chancellor

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Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success



IE 22-02 | Via Email

March 8, 2022

TO: Chief Executive Officers
Chief Business Officers
Chief Human Resource Officers

FROM: Abdimalik Buul, Ed.D., Visiting Executive of Educational Excellence and Equal Employment Opportunity Program

RE: Allocation of 2021-22 Equal Employment Opportunity Funds for Best Practices

Summary

The 2021 Budget Postsecondary Education Trailer Bill (AB 132) appropriated \$20 million in one-time funding “for allocation to community college districts to support the implementation of best practices for success in promoting equal employment opportunity and faculty and staff diversity at California community colleges, using the multiple methods model identified by the Chancellor of the California Community College’s Equal Employment Opportunity and Diversity Advisory Committee.” The purpose of this memorandum is to communicate how the 2021-22 one-time funds will be allocated as directed by the Legislature to those districts meeting pre-existing Multiple Methods eligibility criteria.

2021 Budget Act Investment in Equal Employment Opportunities (EEO) Best Practices

Background

Since the 2016-2017 fiscal year, the Chancellor’s Office has allocated the funds appropriated by the Legislature to the EEO Fund in equal shares to all districts who certify that they are in compliance with the nine (9) Multiple Methods. The Chancellor’s Office has strived to provide each complying district with \$50,000 each year to be used to strengthen its EEO program and further EEO goals. In most years, this was possible by supplementing the EEO Fund appropriation with additional funds allocated to the EEO Fund from penalties assessed to districts that fail to meet the Faculty Obligation Number (FON). However, because FON penalties have been suspended during the COVID-19 pandemic and thus unavailable to supplement the EEO Fund, the Chancellor’s Office supplemented it with a portion of the \$20 million in one-time funds. The remaining balance of \$18,817,000 will be allocated to districts as further detailed below.

Funding Allocation Methodology

At the Legislature's direction, these remaining one-time funds (the "EEO Best Practices Fund") will be deployed to support and ensure the implementation of best practices in equal employment opportunity and faculty and staff diversity at California's community colleges. The budget provisions expressly mentioned the Multiple Methods model for use as the criteria for the allocation of these one-time funds. Accordingly, only those districts that have a 2021 Multiple Methods Certification form on file with the Chancellor's Office will be eligible to receive EEO Best Practices funding.

To magnify the impact of this one-time funding, EEO Best Practices funds will be divided in two components. The goal of this approach is to provide districts with a one-time increase in funds that will act as a catalyst to districts' EEO efforts, while at the same time providing grants that will incentivize local innovation and support the advancement of EEO goals.

Foundational Funding. One-time funds provided at the First Principal Apportionment (P1) are distributed to bolster institutional antiracist practices that move the needle in EEO best hiring practices. This one time funding is in addition to the aforementioned annual EEO funding to scale up or support innovative mechanisms.

Innovative Best Practices Grants & Support. Grants will be available in a competitive process to districts. Funding will be allocated to institutions that pilot or create innovative Diversity, Equity, Inclusion, and Accessibility (DEIA)-minded practices related to EEO in the form of grants in the categories listed below. Funding will also be allocated to support professional development to ensure alignment in drafting EEO plans using the new EEO plan template and obtaining an EEO Certificate promoting best practices. The EEO certificate will provide institutions with professional development through modules on the Vision Resource Center and the knowledge to incorporate modernized DEIA approaches to their EEO plans and initiatives.

- 1.** Pre-Hiring Strategies: Strategies that support the equitable and inclusive environment that helps to attract and retain candidates from underrepresented groups and other nontraditional candidates.
- 2.** Hiring Strategies: Strategies that promote development of diverse and qualified candidate pools and/or eliminate bias in hiring decisions
- 3.** Post-Hiring/Retention Strategies: Strategies that gather and utilize hiring and workforce data, support new employees, or manage and respond to EEO complaints.

Foundational funding described above has been allocated and disbursed to all districts with valid Multiple Methods certifications on file for 2021 as part of their P1 apportionment payment. The

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funding tied to the Innovative Best Practices Grants will be allocated on a competitive basis through a Request for Application (RFA) process. Further details on the grant process will be forthcoming.

Contacts

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Dr. Siria Martinez, Assistant Vice Chancellor Student Equity & Success



TO: Chief Executive Officers
Chief Instructional Officers
Chief Business Officers
Chief Human Resource Officers

FROM: Dr. Siria Martinez
Assistant Vice Chancellor, Student Equity & Success

RE: Allocation of 2021-22 Culturally Competent Faculty Professional Development

Summary

The 2021 Budget Postsecondary Education Trailer Bill (AB 132) appropriated \$20 million in one-time funding for allocation to community college districts to support a system-wide effort to provide culturally competent professional development, with an emphasis on improving learning outcomes. The purpose of this memorandum is to communicate how the 2021-22 one-time funds will be allocated as directed by statutory provisions.

Background

Over the past two years, the Diversity, Equity, Inclusion and Accessibility (DEIA) Implementation Workgroup has developed the strategies within the Diversity, Equity, and Inclusion (DEI) Integration Plan. The DEI Integration Plan was adopted by the Board of Governors in September 2019 to advance implementation of system-level strategies to recruit, retain, and support faculty and staff diversity. A core focus of this work has been to create and provide students with an equity-centered, anti-racist learning environment where they can be successful. Aligned with the *Vision for Success* goals and commitments, the integration of DEIA is critical to promoting racial/ethnic diversity in hiring, eliminating cultural bias in teaching and curriculum, and counteracting institutional racism. As such, the DEI Integration Plan identified the need to provide “professional development opportunities to successfully expand employee’s capacity to serve students.” Developing culturally responsive, equity-centered teaching and learning techniques provides faculty with additional tools to cultivate inclusive, engaging, and equity-oriented learning and working environments through a continuous cycle of growth. The system’s efforts to provide culturally competent professional development opportunities also aligns with the Governor’s Recovery with Equity Taskforce recommendation to create culturally affirming classrooms and curriculum and foster inclusive institutions by 2030.

To date, the Chancellor’s Office and the DEIA Implementation Workgroup have partnered to develop two DEI modules on cultural competency and implicit bias that are available through the Vision Resource Center. These modules and the one-time funding available for professional development reflect and advance the system’s commitment to upskilling employees through DEIA professional development opportunities that improve our students’ experiences and outcomes.

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Allocation of Funds

Cultural Competency funds will be allocated in two parts. Districts may use the resources for professional development that advances culturally responsive classrooms environments.

1. Foundational Funding

Foundational funding have been allocated and disbursed to all districts as part of their First Principal Apportionment (P1 apportionment) payment. One-time funds provided at P1 are intended to bolster institutional anti-racist practices that move the needle in Culturally Competent Faculty Professional Development practices. Please note, a reporting tool will be emailed, no later than June 30, 2022, so that districts can report how the funds were invested by the end of the year.

2. Culturally Responsive Pedagogy & Practices Grants

A total of \$14.2 million will be available as Innovative Best Practices Grants and will be allocated on a competitive basis through a Request for Application (RFA) process. Funding will be allocated to institutions that create innovative Diversity, Equity, Inclusion, and Accessibility (DEIA)-minded practices related to Culturally Competent faculty professional development and learning opportunities that advance culturally responsive classrooms and improve learning outcomes. Further details on the grant process will be forthcoming.

Contacts

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