



**15-DAY NOTICE OF MODIFICATIONS TO TEXT OF PROPOSED
AMENDMENTS TO CALIFORNIA CODE OF REGULATIONS, TITLE 5
REGARDING
EQUAL EMPLOYMENT OPPORTUNITY**

15-Day Notice published June 24, 2021

The Board of Governors of the California Community Colleges hereby provides notice of changes to the above-referenced proposed regulatory action that was the subject of a public hearing on May 24, 2021. Section 206, subdivision (c), of the Procedures and Standing Orders of the Board of Governors requires the Board to re-notice a proposed regulatory action where the proposed regulations have been previously considered, are being modified, and the modifications are “sufficiently related” to the text of the previously-proposed regulations.

CHANGES TO THE TEXT

Following the 45-day comment period that ended on June 21, 2021, and following the May 24, 2021 Board meeting, changes were made to this regulatory action in proposed section(s) 53000, 53001, 53003, 53005, 53020, 53021, 53022, and 53024.1. The California Community College Chancellor's Office will present the regulatory action to the Board of Governors at its July 12, 2021 meeting. The changes are submitted for an additional 15-day comment period effective today, June 24, 2021. Comments must be received prior to 4:00 p.m. on July 9, 2021.

The Chancellor's Office proposes additional changes to the proposed regulatory action. The changes from the original noticed regulations are denoted by double bold underline for additions to the text and/or double bold strikeout for deletions from the text as indicated in the attached document entitled *15-day EEO Text Regulation 6-23-2021 final.docx*.

WRITTEN COMMENT PERIOD

Any interested person may submit written comments relevant to the changes to the proposed regulatory action subject to this 15-day notice. Comments must be limited to title 5, California Code of Regulations, section(s) 53000, 53001, 53003, 53005, 53020, 53021, 53022, and 53024.1. We will accept comments concerning the changes outlined above in this 15-day notice until July 9, 2021. Comments should be addressed to:

Regulations Coordinator
California Community Colleges
Chancellor's Office
1102 Q Street, Suite 636
Sacramento, CA 95811-6549
Email: regcomments@cccco.edu

Comments must be received by the Regulation Coordinator prior to 4:00 p.m. on July 9, 2021. All written comments received by CCCCO staff during the public comment period are subject to disclosure under the Public Records Act.

CHANGES OR MODIFICATIONS TO PROPOSED TITLE 5 AMENDMENTS

Following the public hearing and considering all timely and relevant comments received, the Board of Governors may adopt the proposed regulations substantially as described in this notice or may modify the proposed regulations if the modifications are sufficiently related to the original text. With the exception of technical or grammatical changes, the full text of any modified regulation will be available for 15 days prior to its adoption, and will be provided to those persons who have requested or are required to receive notification of regulatory actions, or who have provided written or oral comments relevant to the proposed regulatory action.

INFORMATIVE DIGEST

The Diversity Equity and Inclusion Integration Plan adopted by the Board of Governors in September 2019 called for the Chancellor's Office to standardize and revise the EEO Plan template to transform it into a substantive action plan geared towards long-term planning and accountability by facilitating oversight by local boards of trustees and the public. Upon embarking on this project, it became clear that before revising the EEO Plan template, changes to the Title 5 regulations governing EEO programs were

necessary to provide the framework for an EEO Plan template with built-in accountability.

Led by the Chancellor's Office in collaboration with the stakeholder groups that make up the DEI Implementation Work Group, including the Association of Chief Human Resources Officers, the Academic Senate for California Community Colleges, the Chief Executive Officer of the California Community Colleges Board, the California Community College Trustees Board, the Student Senate for California Community Colleges, and others, joint meetings with the EEO & Diversity Advisory Committee were convened to gather their input and recommendations on necessary elements of the EEO Plans and regulations. Three such meetings took place in March, April, and May 2021 where Chancellor's Office staff presented the proposed regulatory changes, encouraged discussion on the proposals, and elicited input and critiques from the stakeholder groups. Based in part on the feedback gathered at these meetings, the Chancellor's Office prepared the initial proposed amendments to the EEO regulations to provide the necessary framework for more robust and accountable EEO programs.

The initial Notice of Proposed Rulemaking including the proposed regulatory amendments was posted on May 7, 2021 initiating the 45-day public comment period. The proposed amendments were considered by the Board of Governors for first reading at its meeting on May 24, 2021. The 45-day public comment period closed on June 21, 2021. In response to a number of comments received from the public, system stakeholders, and members of the Board of Governors, the proposed regulatory action has been amended as reflected in the attached regulatory text.

ESTIMATED COST OR SAVINGS OF PROPOSED AMENDMENTS

The estimated cost or savings of the proposed amendments are anticipated to be as follows:

Mandate on local agencies or community college districts: *None*.

Cost or savings to state agencies: *None*

Costs to local agencies or community college districts for which reimbursement would be required pursuant to part 7 (commencing with section 17500) of division 4 title 2 of the Government Code: *None*

Other non-discretionary cost or savings imposed on community college districts: *None*

Cost or savings in federal funding to state agencies: *None*

The proposed amendments to title 5 would result in no fiscal impact to local or state governments. Nor will it have any fiscal impact on any federal funding.

CONTACT PERSON

Inquiries concerning the content of these regulations may be directed to:

Fermin Villegas, Deputy Counsel
California Community Colleges
Chancellor's Office
regcomments@cccco.edu

Inquiries concerning the regulatory process may be directed to the Regulations Coordinator, at regcomments@cccco.edu.

TEXT OF PROPOSED REGULATIONS AND CORRESPONDING DOCUMENTS

Copies of the exact language of the proposed regulatory action subject to this 15-day notice is set forth above. All of the information upon which the proposal is based, may be obtained online at:

[Office of General Counsel - Pending Regulatory Action](#)

Those who receive the Board of Governors Agenda package for the July 12, 2021, meeting can find a further description of the proposal and the full text of the regulations. You may also request a copy of the proposal from the Regulations Coordinator using the contact information provided above.