



August 16, 2021

To all Chief Human Resources Officers

RE: EEO Fund Allocation for Fiscal Year 2021-2022

Dear Colleagues:

The purpose of this letter is to communicate the amount of funding to be apportioned to each community college district from the Equal Employment Opportunity (EEO) Fund for the 2021-2022 fiscal year. During the pandemic, system consultation led to the deferral of Faculty Obligation Number (FON) penalties pursuant to the Chancellor's Executive Order 2020-05. To date, the FON-dependent portion of the EEO fund remains at zero for this fiscal year.¹ Nevertheless, there is good news to report. Although the Legislature maintained our regular EEO fund appropriation at the \$2,767,000 level in the Budget Act, it has appropriated \$20,000,000 in one-time money in the Postsecondary Education Trailer Bill for the implementation of EEO best practices. By using a portion of these one-time funds to replace the FON-deferral deficit we will be able to maintain EEO funding at the level it has been provided in the past. We are happy to report that each district that has certified having met the Multiple Methods requirements, explained below, will receive **fifty thousand dollars (\$50,000)** in EEO funds for the 2021-2022 fiscal year. We anticipate this money will be paid out on or about September 30, 2021.

Beginning in fiscal year 2016-2017, the Chancellor's Office implemented a new model for allocating the EEO Fund consistent with section 53030 of title 5 of the California Code of Regulations. As part of this new funding allocation model, the EEO and Diversity Advisory

¹ In most years, the EEO Fund is composed of two funding streams: 1) Prop 98 funds appropriated by the Legislature directly into the fund; and 2) funds appropriated by Legislature equal to the FON penalties calculated in prior fiscal years. For the past few years, the Prop 98 component of the EEO Fund has remained constant at \$2,767,000 while the FON penalty amounts have varied. Thus, the total EEO Fund available to allocate to districts can and does vary year to year depending on the FON penalty amounts calculated.

Committee and the Office of General Counsel identified nine best-practice areas for success in promoting EEO. These best-practice areas serve as the “Multiple Methods” districts must employ to qualify for EEO funding.

To be in compliance, districts must certify by June 1 of the fiscal year prior to the fiscal year in which funding is allocated that they meet at least seven of the nine Multiple Methods. This year, 63 districts have met the Multiple Methods funding requirements and will receive their EEO fund allocation as described above.

The Chancellor’s Office remains committed to supporting the continued development of district EEO programs, particularly in the context of our broader Diversity, Equity, and Inclusion efforts. The Chancellor’s Office will be co-developing plans to implement pending EEO regulatory changes and to use the remainder of the \$20,000,000 in one-time EEO funding to advance this work. We thank you for your attention to this matter and for all of your efforts to advance equal employment opportunities.

If you have any questions or concerns, please contact Tanya Bosch at tbosch@cccoco.edu or call (916) 445-1997.

Sincerely,



Marc A. LeForestier
General Counsel

cc: Daisy Gonzales, Acting Chancellor
Marty Alvarado, Executive Vice Chancellor for Educational Services & Support
Lizette Navarette, Vice Chancellor for College Finance and Facilities Planning