



August 15, 2022

To All Chief Human Resources Officers and Chief Business Officers:

RE: EEO Fund Allocation for Fiscal Year 2022-2023

Dear Colleagues:

The purpose of this letter is to communicate the amount of funding being apportioned to each community college district from the Equal Employment Opportunity (EEO) Fund for the 2022-2023 fiscal year.

As you are no doubt aware, in this year's Budget Act (SB 154), the Legislature increased the appropriation for the EEO Fund by an additional \$10 million dollars above the \$2,767,000 it has traditionally appropriated. As a result, **total EEO funding for the 2022-2023 fiscal year is \$12,767,000.**¹

The Budget Act language specifies that these additional \$10 million should be allocated to community college districts "to support the continued implementation of equal employment opportunity plans and to enable campuses to engage in sustainable practices to diversity faculty, staff, and administrators, including the continued use of best practices and tools identified by ... the Equal Employment Opportunity and Diversity Advisory Committee [EEODAC]." Given the Legislature's directive, we have decided to provide the entire \$10 million equally through apportionment to each district that certified having met the Multiple Methods requirements explained below. Accordingly, for the 2022-2023 fiscal year, each complying district will receive a total of **one hundred thirty-eight thousand eight hundred eighty-eight dollars (\$138,888)** in EEO funding to be paid out according to the apportionments schedule.

¹ All indications are that this funding is intended to be ongoing in future fiscal years. Moreover, as has been the case throughout the pandemic, the Faculty Obligation Number (FON) penalties that often supplement the EEO Fund remain suspended.


Beginning in fiscal year 2016-2017, Chancellor’s Office implemented a new model for allocating the EEO Fund consistent with title 5, section 53030. As part of this new funding allocation model, the EEO and Diversity Advisory 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 and receive their share of the EEO Fund, districts must certify by June 1 of the fiscal year prior to the fiscal year in which funding is allocated that they meet seven of the nine Multiple Methods.

Those districts that met the deadline to certify their compliance with the Multiple Methods should have already received the first payment on or about the end of July. The remainder of the EEO Fund will be retained to fund our ongoing efforts, in consultation with the EEO DAC, to modernize the CCC Registry and/or other efforts consistent with Education Code section 87108(b).²

The Chancellor’s Office remains committed to supporting the continued development of robust EEO programs at the local level, particularly in the context of our broader Diversity, Equity, Inclusion and Accessibility (DEIA) efforts. We as a system can be proud that our collective efforts to advocate for additional funding for these efforts have borne fruit with the additional funding provided by the Legislature in this year’s budget. Nevertheless, we recognize that achieving our EEO goals will require persistent efforts over the coming years, so we take this opportunity to invite you to continue your advocacy for the continuation of this much-needed EEO funding in upcoming years. We thank you for your attention to this matter and for all of your hard work.

If you have questions or concerns, please contact me at abuul@cccco.edu.

Sincerely,


Abdimalik Buul (Aug 16, 2022 15:01 PDT)
[Abdimalik Buul \(Aug 16, 2022 15:01 PDT\)](#)

Abdimalik Buul, Ed. D
Visiting Executive of Education Excellence and Equal Employment Opportunity Program

² Subdivision (b) reads in relevant part, “The Board of Governors of the California Community Colleges may use not more than 25 percent of the revenues in the fund to provide technical assistance, service, monitoring, and compliance functions.”

cc: Marty Alvarado, Executive Vice Chancellor, Equitable Student Learning, Experience,
and Impact Office
Lizette Navarette, Executive Vice Chancellor, Institutional Supports & Success