



February 22, 2022

| Via Email

**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

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## 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

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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 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](#).

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

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