



# Equal Employment Opportunity 2023 Plan Submission

## Frequently Asked Questions:

- 1. What guidance can you provide Districts regarding how the Chancellor's Office wants the Effectiveness Metrics & Review section completed for each strategy for Component 13 of the EEO plan? Are there any examples you can share?**

In the Effectiveness Metrics & Review section of the EEO Plan, the district would probably say something like, "This strategy is expected to increase the feeling in students and staff that the district values diversity and thereby lead to increased diversity of applicants from underrepresented minorities. The effectiveness of this strategy will be measured through campus/district climate surveys and data analysis of applicants in all job classifications. Including quantifiable and qualitative metrics such as years, budget, number of members, classifications of employees and even topics of potential PD's helps demonstrate program initiatives and effectiveness. The methodology of collecting such metrics can be surveys either pre or post to determine effectiveness.

For more guidance on how to address each section, please see the following resources. These include the following:

- [Model EEO plan](#)
- [Appendix A - Component 13](#)
- [January EEO Webinar](#) (Overview of each component)

- 2. Should EEO Plans' period length be based on academic years or calendar years?**

EEO plans period length should be based on academic year July through June.

- 3. Our district was offered 45 days to make changes to our EEO plans and to resubmit. Can you provide details about what the resubmission entails?**

A resubmission is to get the benefit of another review before the district adopts the final EEO plan. Districts are not required to resubmit their EEO plan and they could simply adopt their plan with or without our suggestions.

resubmit. Districts have 45 business days to resubmit starting the day they receive their feedback. Resubmissions should be submitted in Document form using [track changes](#).

**4. Who provided the feedback?**

Chancellor's Office staff and experts contracted by the Chancellor's Office in DEIA and EEO matters reviewed EEO plans and formulated the feedback, including final review by Dr. Abdimalik Buul.

**5. How do we identify the required versus the suggested strategies?**

The [model EEO plan](#) indicates whether the strategies are recommended or required. This is outlined for each section.

**6. How do you define monitored groups?**

Monitored groups are defined as race/ethnicity, gender (including non-binary options), and disability.

**7. My district needs an extension beyond the October 2<sup>nd</sup> deadline. Will the Chancellor's office approve an extension?**

Extensions will only be granted if districts are facing extraneous circumstances to the completion of their EEO Plan. Extraneous circumstances include the recent loss of responsible or operational staff or other circumstances beyond a district's control that substantially prevented it from meeting the deadline. Such requests must be for a reasonable amount of time and will be decided on the totality of the circumstances on a case-by-case basis. Otherwise, please plan to submit your EEO plan on your due date.

**8. Where can I connect with EEO colleagues for more support?**

We highly encourage you to join our Vision Resource Center in the [EEO community](#) and leverage this space to engage in conversation with system partners as well as to access tools and resources including the tools from the August 30<sup>th</sup> Webinar on the development of an EEO plan.