

Equal Employment Opportunity Plan Feedback Form

District Name:	
District Contact:	
Title:	
Email:	
Phone:	
Submission Date:	

The California Community Colleges Chancellor's Office (Chancellor's Office) reviews Equal Employment Opportunity (EEO) Plans submitted by districts in accordance with applicable statutes and regulations.

INFORMATION FOR DISTRICTS

This EEO Plan Feedback Form is used by the Chancellor's Office to provide feedback on district EEO Plan submissions. Each section of the EEO Plan is reviewed to determine whether clarification, minor updates, or more substantial revisions may strengthen the Plan.

Comments received from the Chancellor's Office on the proposed EEO Plan must be presented to the governing board prior to adoption of the Plan (Title 5, California Code of Regulations section 53003(a)(4)).

UNDERSTANDING FEEDBACK

Districts may receive one of the following types of feedback for each plan component or strategy:

- **No Feedback:** Indicates the component or strategy is satisfactory and requires no changes.
- **Minimal Feedback:** Indicates the component or strategy may benefit from minor updates, clarification, or additional detail.
- **Extended Recommendations:** Indicates the component or strategy may benefit from more substantive revisions to improve alignment with data, evidence-based practices, or current EEO standards.

Districts are strongly encouraged to carefully review and consider all feedback provided and, where appropriate, incorporate recommended revisions prior to board adoption of the EEO Plan.

COMPONENT 13 STRATEGIES:

For EEO Plan Component 13, districts should ensure that:

- Selected strategies clearly align with district data and identified workforce needs
- Any district-specific strategies not listed in the standard template are clearly described and supported by data or rationale

QUESTIONS

For questions or technical assistance related to EEO Plan feedback or revisions, districts may contact the Chancellor's Office at eeosubmissions@cccco.edu.

COMPONENT 1: INTRODUCTION (RECOMMENDED)

No Feedback Minimal Feedback Extended Recommendations

N/A

COMPONENT 2: DEFINITIONS (RECOMMENDED) *Title 5, California Code of Regulations, section 53001*

No Feedback Minimal Feedback Extended Recommendations

N/A

COMPONENT 3: POLICY STATEMENT (RECOMMENDED) *Title 5, California Code of Regulations, section 53002*

- No Feedback Minimal Feedback Extended Recommendations
- N/A

COMPONENT 4: IDENTIFICATION OF DISTRICT OFFICER (REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(3)*

- No Feedback Minimal Feedback Extended Recommendations

COMPONENT 5: EEO ADVISORY COMMITTEE (RECOMMENDED) *Title 5, California*

Code of Regulations, section 53005

No Feedback Minimal Feedback Extended Recommendations

N/A

COMPONENT 6: COMPLAINT PROCEDURE (REQUIRED) *Title 5, California Code of*

Regulations, section 53003(c)(4)

No Feedback Minimal Feedback Extended Recommendations

COMPONENT 7: EMPLOYEE NOTIFICATION (REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(5)*

- No Feedback Minimal Feedback Extended Recommendations

COMPONENT 8: SCREENING/SELECTION COMMITTEE TRAINING (REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(6)*

- No Feedback Minimal Feedback Extended Recommendations

COMPONENT 9: ANNUAL NOTICE TO COMMUNITY BASED AND PROFESSIONAL ORGANIZATIONS (REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(7)*

- No Feedback Minimal Feedback Extended Recommendations

COMPONENT 10: LONGITUDINAL DATA ANALYSIS (REQUIRED) *Title 5, California*

Code of Regulations, section 53003(c)(8)

No Feedback

Minimal Feedback

Extended Recommendations

COMPONENT 11: USE OF DATA TO DETERMINE UNDERREPRESENTATION

(REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(9)*

- No Feedback Minimal Feedback Extended Recommendations

COMPONENT 12: METHODS FOR ADDRESSING UNDERREPRESENTATION

(REQUIRED) *Title 5, California Code of Regulations, section 53003(c)(10)*

No Feedback

Minimal Feedback

Extended Recommendations

EEO PLAN COMPONENT 13: HIRING STRATEGIES (REQUIRED) Title 5,

California Code of Regulations, section 53024.1

Pre-Hiring Strategies

Provide training to employees, students & trustees. This applies if the district is planning training that goes beyond mandatory training for hiring committees.

Title 5, California Code of Regulations section 53024.1(d)

No Feedback

Minimal Feedback

Extended Recommendations

Convey in publications and websites the district's commitment to diversity and EEO.

Title 5, California Code of Regulations section 53024.1(j)

No Feedback

Minimal Feedback

Extended Recommendations

Review and update District EEO/DEI policy statement. Cross-reference Plan Component 3.

Title 5, California Code of Regulation section 53024.1(k)

No Feedback

Minimal Feedback

Extended Recommendations

Providing EEO/diversity enhancement resources and assistance to other districts.

Title 5, California Code of Regulations section 53024.1(m)

No Feedback

Minimal Feedback

Extended Recommendations

Addressing diversity issues in a transparent and collaborative fashion.

Title 5, California Code of Regulations section 53024.1(o)

No Feedback

Minimal Feedback

Extended Recommendations

Recurring activities related to improving student access and student success with a nexus to EEO hiring.

No Feedback

Minimal Feedback

Extended Recommendations

Inclusion of lawful EEO deliverables in CEO and other administrator performance goals.

No Feedback Minimal Feedback Extended Recommendations

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Other district-specific, pre-hiring strategy.

No Feedback Minimal Feedback Extended Recommendations

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Other district-specific, pre-hiring strategy.

No Feedback Minimal Feedback Extended Recommendations

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Other district-specific, pre-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, pre-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, pre-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Hiring Strategies

Consistent and ongoing training for hiring committees. Cross reference Plan Component 8.

Title 5, California Code of Regulations section 53024.1(c)

No Feedback

Minimal Feedback

Extended Recommendations

Maintain updated job descriptions and job announcements.

Title 5, California Code of Regulations section 53024.1(f)

No Feedback

Minimal Feedback

Extended Recommendations

Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle.

Title 5, California Code of Regulations section 53024.1(g)

No Feedback

Minimal Feedback

Extended Recommendations

Assess "sensitivity to diversity" of all applicants.

Title 5, California Code of Regulations section 53024.1(l)

No Feedback

Minimal Feedback

Extended Recommendations

Dedication of specified staff to EEO.

No Feedback

Minimal Feedback

Extended Recommendations

Incentives for hard-to-hire areas/disciplines.

No Feedback

Minimal Feedback

Extended Recommendations

Focused outreach and publications.

No Feedback

Minimal Feedback

Extended Recommendations

Procedures for addressing diversity throughout hiring steps and levels.

No Feedback

Minimal Feedback

Extended Recommendations

Recruitment efforts and strategies such as use of demographic data, job fairs, Career Connect, relationships with external organizations & colleges.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Post-Hiring Strategies

Conduct campus climate surveys and use this information.

Title 5, California Code of Regulations section 53024.1(a)

No Feedback

Minimal Feedback

Extended Recommendations

Conduct exit interviews and use this information.

Title 5, California Code of Regulations section 53024.1(b)

No Feedback

Minimal Feedback

Extended Recommendations

Professional development, mentoring, support and leadership opportunities for new employees.

Title 5, California Code of Regulations section 53024.1(e)

No Feedback

Minimal Feedback

Extended Recommendations

Timely and thoroughly investigate all harassment and discrimination complaints & take appropriate corrective action in all instances where a violation is found.

Title 5, California Code of Regulations section 53024.1(h)

No Feedback

Minimal Feedback

Extended Recommendations

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Survey applicants who decline offers and use the information.

Title 5, California Code of Regulations section 53024.1(p)

No Feedback

Minimal Feedback

Extended Recommendations

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Describe strategies developed to address any adverse impact identified in the process of carrying out the requirements of Component 10 of the EEO Plan.

No Feedback

Minimal Feedback

Extended Recommendations

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Describe strategies developed to address any underrepresentation identified in the process of carrying out the requirements of Components 11 & 12 of the EEO Plan.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, post-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, post-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, post-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, post-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Other district-specific, post-hiring strategy.

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Additional Plan Components (if applicable)

Component:

No Feedback

Minimal Feedback

Extended Recommendations

Authorization

Signature

Date

Title

Comments: