

## 9 Multiple Methods Cross Reference

MM #	Multiple Methods	CCR Title 5, Regulations	Regulation
I	Submission of EEO Plan	Section 53003(a)	The governing board of each community college district shall develop and adopt a district-wide written equal employment opportunity plan to implement its equal employment opportunity program. Such plans shall be submitted to the Chancellor's Office. The Chancellor's Office retains the authority to review district plans on a case-by-case basis.
	Establishment of an EEO Advisory Committee	Section 53005	Each community college district shall establish an Equal Employment Opportunity Advisory Committee to assist the district in developing and implementing the plan required under section 52003. This advisory committee shall include a diverse membership whenever possible.
	Submission of Expenditure/Performance Reports	Section 53034	Districts shall submit a report on the use of Equal Employment Opportunity funds to the Chancellor's Office no later than September 30th of the fiscal year following the use of the funds.
II	Board policies & adopted resolutions	Section 53024.1(g)	The district's board of trustees receives training on the elimination of bias in hiring and employment at least once every election cycle.
		Section 53024.1(k)	The district's mission statement conveys its commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values.

		Section 53024.1(n)	The district maintains updated curricula, texts, and/or course descriptions to expand the global perspective of the particular course, readings or discipline.
		Section 53024.1(o)	The district addresses issues of inclusion/exclusion in a transparent and collaborative fashion.
III	Incentives for hard-to-hire areas/disciplines	Section 53024.1(q)	The district conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline.
IV	Focused outreach and publications	Section 53024.1(a)	The district conducts surveys of campus climate on a regular basis, and implements concrete measures that utilize the information drawn from the surveys.
		Section 53024.1(d)	The district provides cultural awareness training to members of the campus community.
		Section 53024.1(f)	The district has audited and/or maintains updated job descriptions and/or job announcements.
		Section 53024.1(j)	The district's publications and website convey its diversity and commitment to equal employment opportunity.
		Section 53024.1(k)	The district's mission statement conveys its commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values.

<b>V</b>	Procedures for addressing diversity throughout hiring steps and levels	Section 53024.1(b)	The district conducts exit interviews with employees who voluntary leave the district, maintains a data base of exit interviews, analyzes the data for patterns impacting particular monitored groups, and implements concrete measures that utilize this information.
		Section 53024.1(h)	The district timely and thoroughly investigates all complaints filed under this chapter, and all harassment and discrimination complaints filed under subchapter 5 (commencing with section 59300) of chapter 10 of this division, and takes appropriate corrective action in all instances where a violation is found.
		Section 53024.1(l)	The district's hiring procedures require applicants for all positions to demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner specific to the position.
		Section 53024.1(p)	The district attempts to gather information from applicants who decline job offers to find out why, records this information, and utilizes it.
<b>VI</b>	Consistent and ongoing training for hiring committees	Section 53024.1(c)	The district provides training on elimination of bias in hiring and employment.
		Section 53024.1(i)	The district timely complies with the requirements of Government Code section 12950.1 (Stats. 2004, ch. 933 [AB 1825]), and includes all forms of harassment and discrimination in the training.

<b>VII</b>	Professional development focused on diversity	Section 53024.1(e)	The district maintains a variety of programs to support newly-hired employees such as mentoring, professional development, and leadership opportunities.
		Section 53024.1(i)	The district timely complies with the requirements of Government Code section 12950.1 (Stats. 2004, ch. 933 [AB 1825]), and includes all forms of harassment and discrimination in the training.
		Section 53024.1(m)	District staff members serve as resources, consultants, mentors and/or leaders to colleagues at other districts in the areas of EEO and diversity enhancement.
<b>VIII</b>	Diversity incorporated into criteria for employee evaluation and tenure review	Section 53024.1(b)	The district conducts exit interviews with employees who voluntary leave the district, maintains a data base of exit interviews, analyzes the data for patterns impacting particular monitored groups, and implements concrete measures that utilize this information.
		Section 53024.1(q)	The district conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline.
<b>IX</b>	Grow-Your-Own programs	Section 53024.1(e)	The district maintains a variety of programs to support newly-hired employees such as mentoring, professional development, and leadership opportunities.