



TO: Chief Human Resources Officers
Chief Business Officers

FROM: Abdimalik Buul, Ed.D, Visiting Executive of Institutional Equity, Innovation and Strategic Impact

RE: Equal Employment Opportunity Fund Allocation for Fiscal Year 2024-2025

Dear Colleagues:

This memorandum is to communicate the amount of funding apportioned to each community college district from the Equal Employment Opportunity (EEO) Fund for the 2024-2025 fiscal year.

After having increased the regular appropriation for the EEO Fund by \$10 million above the traditional appropriation of \$2,767,000 in last year's budget, the Legislature has maintained this increased level of funding for the 2024-2025 fiscal year in this year's Budget Act (AB 107). In addition, the Legislature has also authorized the transfer of \$1,109,000 in Faculty Obligation Number (FON) penalty funds into the EEO Fund pursuant to Education Code section 87482.7. As a result, total EEO funding for the 2024-2025 fiscal year is \$13,876,000.

The Budget Act language specifies that from the total EEO Fund, \$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 diversify faculty, staff, and administrators, including the continued use of best practices and tools identified by the Chancellor of the California Community Colleges' Equal Employment Opportunity and Diversity Advisory Committee [EEODAC]." Given the Legislature's directive, we have allocated this entire \$10 million to be distributed equally to each complying district through apportionment.¹ Accordingly, for the 2024-2025 fiscal year, each district is eligible to receive a total of **\$136,986** in EEO funding, minus any deductions for non-compliance with the requirements outlined in the [EEO Annual Certification Form](#). Funding will be paid out according to the apportionments schedule.

¹ As communicated by the Chancellor's Office by separate memorandum on or about May 15, 2023, EEO funding will remain contingent on community college districts' compliance with the Multiple Methods requirements stated therein.

We remind districts that the 2023 Higher Education Trailer Bill (SB 117) amended Education Code section 87102 to expressly require districts to implement, ***as a condition for receipt of EEO funds***, strategies from the Multiple Methods into their EEO plans and to periodically certify compliance with all other EEO requirements. Accordingly, eligibility for EEO funding will be contingent on a district's compliance with its EEO plan's Multiple Methods strategies and other requirements specified in the [EEO Annual Certification Form](#).

The remaining EEO funds will be used by the Chancellor's Office to provide additional support to community college districts through professional development, training, technical assistance, monitoring and other service functions as specified in Education Code section 87108, including, but not limited to, funding our ongoing efforts to modernize the CCC Registry. 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 continue to bear the fruit of consistent EEO funding by the Legislature, even in the face of an overall state budget deficit. We recognize that achieving our EEO goals will require persistent efforts over a number of 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. Thank you for your attention to this matter and for all your hard work.

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

cc: Siria Martinez, Ph.D., Assistant Vice Chancellor, Student Equity and Success
Wrenna Finche, CPA, Vice Chancellor, College Finance and Facilities

In this first year of the transition to the new EEO plan requirements implemented by the recently amended EEO regulations, compliance is measured by a district's incorporation of Multiple Methods in the pre-hiring, hiring, and post-hiring categories of Component 13 of their EEO plan.