



MEMORANDUM

July 30, 2024

Via Email

TO: Allan Hancock Joint CCD
Cabrillo CCD
Coast CCD
Contra Costa CCD
Mt. San Antonio CCD
North Orange County CCD
Peralta CCD
Rancho Santiago CCD
Rio Hondo CCD
San Bernardino CCD
San Francisco CCD
Santa Barbara CCD
Santa Monica CCD
Sierra Joint CCD

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

CC: Sonya Christian, Chancellor
Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success

RE: Round 2 Notification of Intent to Award and Reporting Requirements for FY 2024-25 Equal Employment Opportunities (EEO) Innovative Best Practices Grants

This memorandum is a formal notification of the intent to award Round 2 of the Equal Employment Opportunities Innovative Best Practices Grants (EEO IBP Grants) by the Chancellor's Office Institutional Effectiveness Division (IE). These grants are awarded in two installments, 50% of funds were awarded in Round 1 prior to the 2023-2024 academic year. The outlined institutions are being awarded for Round 2.

Round 2 funding was contingent on successful performance toward outlined outcome measures and institutionalization of proposed interventions into the new EEO plan, and funds are being awarded before the 2024-2025 academic year.

Payments will be processed with the State Controller's Office and will be disbursed to participating colleges' district offices with attention to the college's fiscal approver and project lead. Participating colleges may begin using these funds beginning July 1, 2024.

Round 2 Notification of Intent to Award for FY 2024-25 Equal Employment Opportunities Innovative Best Practices Grants

July 5, 2024

A list of the awarded project applications and the funding amount can be found in the “Intent to Award” table on pages 1 and 2.

College District	Proposal Title	Tier	Total Award Amount
Allan Hancock Joint CCD	Allan Hancock College Equal Opportunity Innovative Best Practices	2	\$200,000
Cabrillo CCD	Cabrillo's 2023 EEO-Innovative Best Practice Proposal	2	\$200,000
Coast CCD	EEO IBP - Coast CCD	1	\$300,000
Contra Costa CCD	4CD Teaching Excellence Faculty Internship	1	\$300,000
Mt. San Antonio CCD	Employee Mentorship and Restorative Justice Programs at Mt. San Antonio College	1	\$300,000
North Orange County CCD	Boosting Recruitment & Applicants with NOCCCD's DEIAA (BRAND) Intervention	1	\$299,985
Peralta CCD	Equal Employment Opportunity Innovative Best Practices	2	\$155,500
Rancho Santiago CCD	Rancho Academy: an innovative practical pathway to faculty diversity	1	\$300,000
Rio Hondo CCD	Beyond Diversity Initiative	1	\$299,897
San Bernardino CCD	SBCCD EEO Innovative Best Practices	2	\$200,000
San Francisco CCD	The Humanizing Resources Project: Hire, Retain, Celebrate Employee Excellence Project (HRCEEP)	1	\$300,000
Santa Barbara CCD	Disrupting institutional and structural racism: Hiring for Equity and Fostering Belongingness	1	\$299,995
Santa Monica CCD	Santa Monica College - EEO IBP Application	1	\$300,000
Sierra Joint CCD	EEO IBP Equal Employment Opportunity (EEO) Innovative Best Practices Grant Application (Sierra College)	1	\$300,000

Grant Overview

The EEO IBP Grants are awarded to California community college districts to aid institutions that pilot or create innovative DEIA-minded practices related to EEO in the categories of Pre-Hiring Interventions, Post-Hiring Interventions, and Diversity Promising Interventions. The goals of the EEO IBP Grants are twofold:

1. To incentivize local innovation and support the advancement of innovative Diversity, Equity, Inclusion, and Accessibility (DEIA)-minded practices in the EEO areas of pre-hiring, post-hiring, and diversity promising retention practices.

Round 2 Notification of Intent to Award for FY 2024-25 Equal Employment Opportunities Innovative Best Practices Grants

July 5, 2024

2. To act as a catalyst to both enhance and expand districts' existing EEO efforts relating to faculty and staff diversity.

Grant Period End Date

All performance under this allocation shall be completed by June 30, 2025. Extensions will not be granted.

Reporting: Expenditure and Progress Reports

Final Report

A final report will be due on August 31, 2025. The final report must include a project evaluation and a thorough description of the progress made toward each outcome measure. The final report must also include a detailed account of all expenditures for the program period. Data shall be disaggregated by key demographics such as race, gender, etc. in both reports. Further details about the final report's content will be provided later.

Expenditure End Date	Reporting Due Date	Annual Expenditure and Report
June 30, 2025	August 31, 2025	Final Expenditure (Years 1-2) and Final Report including overall Project Evaluation

Quarterly Expenditure Reports

Per the Request for Applications, "The Chancellor's Office may, at its discretion, institute additional reporting requirements or frequency as needed for the improvement of the grant." Therefore, all awardees herein listed may be required to submit quarterly expenditure reports to ensure timely spending and progress made to outlined goals.

Access and Equity

The recipient will comply with all federal and state laws and regulations relating to nondiscrimination. These include, but are not limited to, Title VI of the Civil Rights Act of 1964 [P.L. 88-352]; Title IX of the Education Amendments of 1972, as amended [20 U.S.C. §§ 1681-1683 and 1685-1686]; Section 504 of the Rehabilitation Act of 1973, as amended [29 U.S.C. § 794]; the Age Discrimination Act of 1975, as amended [42 U.S.C. §§ 6101-6107],; Title II of the Genetic Information Nondiscrimination Act (GINA) of 2008 [P.L. 110-233], 29 CFR § 635.10 (c)(1); California Government Code sections 11135-11139.8; the Fair Employment and Housing Act [Cal. Gov. Code §§ 12900-12996]; the Equity in Higher Education Act [Cal. Educ. Code §§ 66250-66292.4]; and Title 5, California Code of Regulations, sections 59300-59362.

Please email EEOsubmissions@cccoco.edu should you have any questions.