



SIDE-BY-SIDE COMPARISON OF OLD VS NEW EEO PLAN REQUIREMENTS¹

PROCESS REQUIREMENTS	UNDER “OLD” REGULATIONS	UNDER NEW REGULATIONS
Process for Adoption (Sec. 53003)	<ul style="list-style-type: none"> • Developed in collaboration with EEO Advisory Committee • Submitted to Chancellor’s Office • Reviewed once every three years 	<ul style="list-style-type: none"> • Developed in collaboration with EEO Advisory Committee. • Reviewed and adopted at regular meeting, NOT on consent. • Cover a period of 3 years. • Submitted to Chancellor’s Office at least 90 days prior to adoption. • Comments received back from Chancellor’s Office to be presented to district governing board prior to adoption. • Districts must annually review their plans during a regular meeting of the governing board and assess progress towards meeting EEO program goals. • If district has not met program goals described in EEO Plan, shall revise plan to specify efforts to meet goals.
Job Announcements (Sec. 53022)	<ul style="list-style-type: none"> • State clearly job specifications 	<ul style="list-style-type: none"> • Where applicable, must also indicate the possibility of meeting minimum qualifications through equivalency.
Screening and Selection Procedures (Sec. 53024)	<ul style="list-style-type: none"> • Monitoring required 	<ul style="list-style-type: none"> • Actively monitored by the EEO officer to address adverse impact to monitored groups. • Seniority and length of service considered only if relevant to the posted job qualifications.
Annual Certification (Sec. 53024.2)	<ul style="list-style-type: none"> • Required Certification 	<ul style="list-style-type: none"> • Requires certification that longitudinal data was reviewed and reported. • Brings Expenditure Report (of EEO Funds) into the annual certification (No longer due on September 30).
EEO PLAN COMPONENTS	UNDER “OLD” REGULATIONS	UNDER NEW REGULATIONS
Component 1 Introduction	Recommended	Recommended
Component 2 Definitions	Recommended	Recommended • New definitions were added and/or revised.
Component 3 Policy Statement	Recommended	Recommended • Per Section 53002, the policy statement adopted by a district should be consistent with the Board of Governors’ DEIA policy statement set forth in title 5, sections 51200 & 51201.
Component 4 Delegation of Responsibility	Required	Required

¹Pending Department of Finance approval of new EEO Regulations adopted by the Board of Governors in July 2021.

EEO PLAN COMPONENTS	UNDER “OLD” REGULATIONS	UNDER NEW REGULATIONS
Component 5 EEO Advisory Committee	Required <ul style="list-style-type: none"> •Diverse membership whenever possible. 	Required <ul style="list-style-type: none"> •Specifies diverse membership to be taken from stakeholder groups, including faculty, classified staff, and students. •Includes trustees as individuals to receive training on bias, etc.
Component 6 Complaints	Required (Did not specify procedures for investigating such complaints)	Required <ul style="list-style-type: none"> •Complaints to be investigated pursuant to procedures for unlawful discrimination complaints.
Component 7 Notification of District Employees	Required	Required
Component 8 Training	Required	Required <ul style="list-style-type: none"> •Members of the district’s board of trustees must receive the training specified in Section 53005.
Component 9 Annual Written Notice	Required	Required
Component 10 Analysis of Workforce and Applicants	Required	Required
Component 11 Underrepresentation Analysis	Required <ul style="list-style-type: none"> •Districts not required to undertake analysis unless Chancellor’s Office provided data. 	Required <ul style="list-style-type: none"> •Districts to use data indicated by Chancellor’s Office. •Training provided through Vision Resource Center modules.
Component 12 Methods to Adress Underrepresentation	Required	Required
Component 13 Implementation of EEO Strategies	Required	Required <ul style="list-style-type: none"> •Incorporates the Multiple Methods strategies into a comprehensive plan matrix that becomes part of the EEO Plan subject to the annual review specified in Section 53003(b).