



September 25, 2023

To All Chief Human Resources Officers and Chief Business Officers:

RE: EEO Fund Allocation for Fiscal Year 2023-2024

Dear Colleagues:

The purpose of this letter is to communicate the amount of funding being apportioned to each community college district from the Equal Employment Opportunity (EEO) Fund for the 2023-24 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 2023-24 fiscal year in this year's Budget Act (SB 101). In addition, the Legislature has also authorized the transfer of \$4,251,000 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 2023-24 fiscal year is \$17,018,000.

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 diversity faculty, staff, and administrators, including the continued use of best practices and tools identified by ... the Equal Employment Opportunity and Diversity Advisory Committee [EEODAC]." Given the Legislature's directive, we have provided districts with this entire \$10 million equally through apportionment.¹ Accordingly, for the 2023-24 fiscal year, each

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

complying district will receive a total of **one hundred thirty-six thousand nine hundred eighty-six dollars (\$136,986)** in EEO funding to be paid out according to the apportionments schedule.

Be advised that in the recently-enacted Higher Education Trailer Bill (SB 117), the Legislature expressly required the Chancellor's Office to condition continued receipt of EEO funding on a district's implementation of Multiple Methods strategies in its EEO plan and tasked the Chancellor's Office to create a process for verifying a district's compliance with those strategies. The Chancellor's Office must implement this process by no later than January 1, 2024. Accordingly, subsequent eligibility for EEO funding will be contingent on a district's compliance with its EEO plan's Multiple Methods strategies.

A portion of the remaining EEO funds will be used to provide additional supports to community college district in a manner yet to be determined, consistent with SB 117. The remainder of the EEO Fund will be retained to fund our ongoing efforts to modernize the CCC Registry and engage in other efforts to advance EEO in California community colleges, consistent with Education Code section 87108(b) and in consultation with the EEO DAC.²

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 have borne fruit with the continued funding provided by the Legislature in this year's budget. Nevertheless, we recognize that achieving our EEO goals will require persistent efforts over the coming years, so we take this opportunity to invite you to continue your advocacy for the continuation of this

Multiple Methods requirements stated therein. 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.

² Subdivision (b) reads in relevant part, "The Board of Governors of the California Community Colleges may use not more than 25 percent of the revenues in the fund to provide technical assistance, service, monitoring, and compliance functions."

much-needed EEO funding in upcoming years. We thank you for your attention to this matter and for all of your hard work.

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

Sincerely,

Abdimalik Buul, Ed. D

Visiting Executive of Education Excellence and Equal Employment Opportunity Program

cc: Siria Martinez Ph.D, Assistant Vice Chancellor, Student Equity & Success
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