



MEMORANDUM

April 28, 2025

Via Email

TO: Chief Executive Officers
Chief Business Officers
Chief Instructional Officers
Chief Student Services Officers
Chief Human Resources Officers
Equal Employment Opportunity

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

RE: Request for Applications (RFA)- Equal Employment Opportunity (EEO) Innovative Best Practices Grant

Background

The Legislature has designated \$12,767,000 in the 2024-2025 Budget Act (AB 107) to support EEO initiatives. Of these funds, \$10 million was designated “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’].” The Chancellor’s Office has allocated the \$10 million to be distributed to eligible districts through apportionment.

The remaining funds, \$2.767 million, will be allocated to the EEO IBP Grants program to further support districts in implementing best practices for equal employment opportunity initiatives. Only those districts that have the 2024 EEO Annual Certification form on file with the Chancellor’s Office, demonstrating compliance with Multiple Methods pursuant to Education Code section 87102, will be eligible for this funding opportunity.

Purpose

The EEO Innovative Best Practices Grants are competitive awards designed to support institutions in piloting or developing innovative employment practices in the categories listed below. Funding may also be used to enhance or expand existing EEO initiatives that promote faculty and staff diversity, consistent with applicable law.

The goals of the EEO Innovative Best Practices Grants are twofold:

1. Support districts in implementing innovative employment strategies that promote fair and inclusive hiring practices in pre-hiring, post-hiring, and retention.
2. Enhance and expand existing EEO efforts that promote equal access to employment, professional development opportunities, and faculty and staff diversity, consistent with applicable law.

Funding and Performance Period

Approximately \$2,767,000 is available for this grant opportunity, with two funding levels based on district size. Please review the criteria below to determine which tier your institution qualifies for.

- Tier 1: If your district had an annual credit and non-credit FTES of 15,000 or higher in the 2023-2024 academic year, you are eligible to apply for Tier 1. The maximum award amount for Tier 1 is up to \$150,000.
- Tier 2: If your district had an annual credit and non-credit FTES of 14,999 or lower in the 2023-2024 academic year, you are eligible to apply for Tier 2 funds. The maximum award amount for Tier 2 is up to \$100,000.

Grants will be distributed in two equal installments. Round 1 funds will be issued in January 2026. Round 2 funding is contingent on meeting the outlined outcome measures and will be provided for the 2027-2028 academic year. All performance must be completed by June 30, 2028. No extensions will be granted, except for well-documented compelling circumstances.

Awards will be based on the merit and cost-effectiveness of the proposed outcomes and project performance. The Chancellor's Office reserves the right to adjust awards based on the availability of funds or to award a lesser amount if it determines, at its sole discretion, that the project can be implemented with reduced funding, or if funds are insufficient to fully support all awards.

Calendar of Key Dates

Grant Component	Date
RFA Released and NOVA Application Portal Opens	April 28, 2025
NOVA Walk-Through	May 19, 2025
Bidder's Conference	May 19, 2025
Deadline for submitting questions	June 27, 2025
Application Deadline	August 1, 2025
Notification of Intent to Award	October 24, 2025
Protest of Award Deadline	November 7, 2025
Grant Commencement	January 1, 2026
Grantee Kick-Off Meeting	January 12, 2026
Grant Period End	June 30, 2028

Application Information

The Equal Employment Opportunity (EEO) Innovative Best Practices Grant instructions, application requirements, and other materials are available online and may be accessed at the [Chancellor's Office website](#).

CC: Sonya Christian, Chancellor
Rowena M. Tomaneng, Deputy Chancellor
Chris Ferguson, Executive Vice Chancellor of Finance and Strategic Initiatives
Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success