



MEMORANDUM
December 5, 2022

Via Email

TO: Chief Executive Officers
Chief Instructional Officers
Chief Student Services Officers
Chief Business Officers

FROM: Abdimalik Buul, Ed.D., Visiting Executive of Educational Excellence and Equal Employment Opportunity Program

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

The California Community Colleges Chancellor's Office is pleased to announce the release of the EEO Innovative Best Practices Grant RFA.

Background:

The 2021 Budget Postsecondary Education Trailer Bill (AB 132) appropriated \$20 million in one-time funding "for allocation to community college districts to support the implementation of best practices for success in promoting equal employment opportunity and faculty and staff diversity at California community colleges, using the Multiple-Methods model identified by the Chancellor of the California Community College's EEO and Diversity Advisory Committee." These funds were designated for the "EEO Best Practices Fund" of which approximately \$15,500,000 was apportioned to eligible districts during the 2021-2022 academic year through the First Principal Apportionment (P1). The RFA has been reviewed by, and incorporates input from, the EEO and Diversity Advisory Committee.

The remaining funds will be deployed to support districts employing particularly innovative best practices in equal employment opportunity and faculty and staff diversity at California community colleges. The budget language expressly mentioned the Multiple-Methods model for use as the criteria for the allocation of these one-time funds. Accordingly, only those districts that have a 2022 Multiple-Methods Certification form on file with the Chancellor's Office will be eligible for this funding opportunity.

Purpose:

The EEO Innovative Best Practices Grants are competitive, one-time grants to aid institutions that pilot or create innovative DEIA-minded practices related to EEO in the categories listed below. Funding will also be allocated to enhance or expand existing EEO efforts that support faculty and staff diversity. Activities proposed must result in one or more of the following intervention efforts highlighted below.

1. *Pre-Hiring Interventions:* Strategies that support and equitable and inclusive environment that helps to attract and retain candidates from underrepresented groups and other nontraditional candidates.
2. *Post- Hiring Interventions:* Strategies that promote development of diverse and qualified candidate pools and/or eliminate bias in hiring decisions. See below for possible interventions.

3. *Diversity Promising Interventions*: Strategies that gather and utilize hiring and workforce data, support new employees, or manage and respond to EEO complaints.

Funding and Performance Period:

Approximately \$4,500,000 is available for this grant opportunity. There are two funding levels available. You will be required to submit documentation to provide justification for your selection.

- Tier 1: If your college had an annual credit and non-credit FTES of 9,200 or higher in the 2021-2022 academic year, you are eligible to apply for Tier 1. The maximum award amount for Tier 1 is up to \$300,000.
- Tier 2: If your college had an annual credit and non-credit FTES of 9,199 or lower in the 2021-2022 academic year, you are eligible to apply for Tier 2 funds. The maximum award amount for Tier 2 is up to \$200,000.

Calendar of Key Dates:

RFA Released and NOVA Application Portal Opens:	December 5, 2022
Bidders' Conference:	January 23, 2023
Nova Walk-Through	January 30, 2023
Deadline for Submitting Questions:	February 10, 2023
Application Deadline:	February 24, 2023
Notification of Intent to Award:	April 7, 2023
Protest of Award Deadline:	April 21, 2023
Grant Commencement:	June 1, 2023
Grant Period End:	June 30, 2025

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:

Dr. Daisy Gonzales, Interim Chancellor
Dr. Lizette Navarette, Interim Deputy Chancellor
Marty Alvarado, Executive Vice Chancellor, Educational Services and Support
Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success