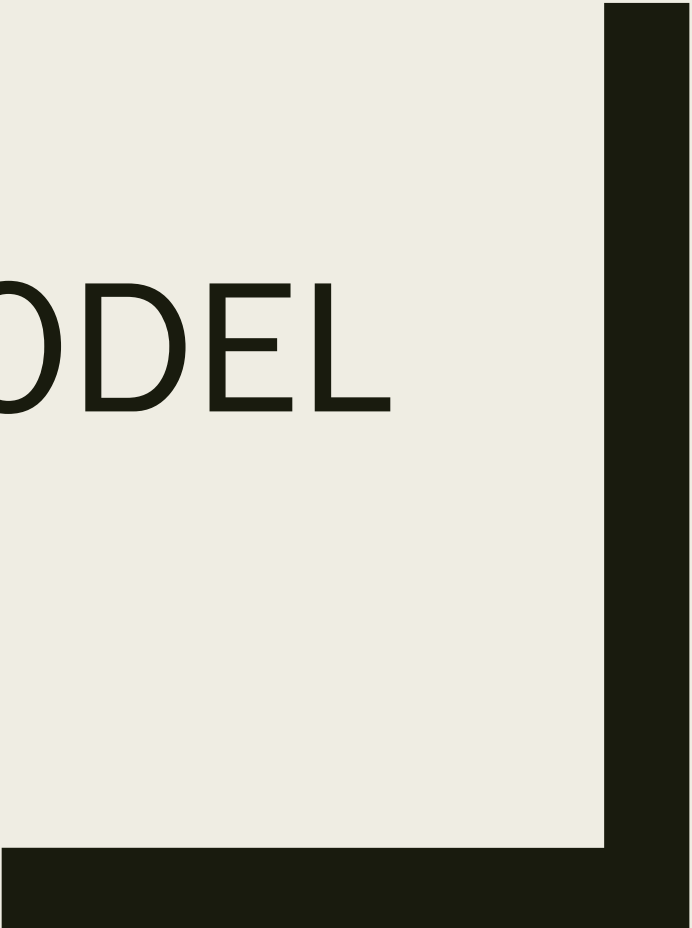




EEO FUND ALLOCATION MODEL

2017-2018



Nine (9) Multiple Methods

Mandatory for Funding

- Method 1: District's EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

Pre-Hiring

- Method 2: Board policies & adopted resolutions
- Method 3: Incentives for hard-to-hire areas/disciplines
- Method 4: Focused outreach and publications

Hiring

- Method 5: Procedures for addressing diversity throughout hiring steps and levels
- Method 6: Consistent and ongoing training for hiring committees

Post-Hiring

- Method 7: Professional development focused on diversity
- Method 8: Diversity incorporated into criteria for employee evaluation and tenure review
- Method 9: Grow-Your-Own programs

Highlights of Methods 1 - 4

- Method 1: Current EEO plan, HRAC as EEOAC,
- Method 2: Cuyamaca's work on examining student progress and achievement through an equity lens
- Method 3: More virtual (i.e. Skype) job interviews to expand our outreach; Benefits package that is District paid for Adjunct faculty and their dependents;
- Method 4: Phase Two of auditing and updating job descriptions completed; New Adjunct Orientation – approximately 750 newly hired adjuncts have completed

Highlights 5 - 7

- Method 5: Evaluating candidates' understanding and practice of diversity, equity, and inclusion
- Method 6: Continuation of the HIRE Training
- Method 7: DEI Summit

Looking forward:

- Expand Method 1 EEO Plan/Advisory Committee/Performance Reporting
- Expand Method 3 Incentives for hard-to-hire areas/disciplines
- Expand Method 5 Procedures for Addressing Diversity Throughout Hiring Steps and Levels
 - *2018 Longitudinal Data Guide*
- Expand Method 7 Professional Development Focused on Diversity
 - *Diversity, Equity, and Inclusion embedded into the professional development programs*
- Include Method 9 Grow-Your-Own programs
 - *New Employee Orientation and First-Year Experience*
- Updating the GCCCD EEO Plan – January 2019