



Regular Meeting – September 11, 2025
1 p.m.-2 p.m.
Location: OC 1030

AGENDA

1. Welcome and introductions
2. Minutes
 - a. Review May 7, 2025 - Meeting Minutes
3. Review of Committee Charge (see page 2)
4. EEOAC Training
5. Accomplishments
6. EEO Grant Updates
 - a. Leadership Academy Cohort 2 Launch
 - b. New Hire Orientation
7. EEO Plan Categories 2025–2026
 - a. Pre-Hire Strategy
 - i. Review and revise EEO/IDEA Policy Statements
 - ii. Determine effectiveness of videos and resources
 - b. Hire Strategy
 - i. Recruitment strategies to identify colleges / universities and community organizations to partner with
 - ii. Enhance mandatory training hiring committees
 - iii. Implement comprehensive advertising strategy
 - iv. Implement, monitor, and take action on applicant pool data
 - c. Post-Hire Strategy
 - i. Assess measures implemented to refresh exit interview process
 - ii. Assess and revise onboarding experiences for employees and professional development and leadership development experiences
8. Upcoming Meetings
 - a. Meeting times

If you wish to attend the meeting and you have another disability requiring special accommodation, please notify Eva Brown at 760.795.6829. The California Relay Service (CRS) is available by dialing 711, or 1-800-735-2929 or 1-800-735-2922.

EEOAC Committee Charge

- Assist the district in implementing its EEO Plan.
- Assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.
- Coordinate with other groups on campus to sponsor events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.
- Review and advise on recruitment efforts, job announcements, interview protocols, retention efforts, and other aspects of the hiring, retention, and promotion processes that impact the district's ability to attract and retain a diverse faculty and staff
- Advise on implementing the district's obligation to hire faculty and administrators with a demonstrated sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students
- Promote communication with community groups and organizations for people with disabilities
- Promote hiring of faculty who have themselves graduated from a community college
- Develop communications among departments to foster understandings of the EEO Plan
- Advise the superintendent/president regarding special training or staff development needs
- Review the EEO Plan, monitor its progress and recommend changes
- Review and approve the annual written report to the superintendent/president, the Board of Trustees, and the California Community Colleges Chancellor's Office.