



CALIFORNIA COMMUNITY COLLEGES
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To: All Colleges

From: Marc A. LeForestier, General Counsel

Cc: Eloy Ortiz Oakley, Chancellor
Frances Parmelee, Assistant Vice Chancellor of Finance and Facilities

Date: January 24, 2018

Re: Allocation of the Equal Employment Opportunity Fund

California Education Code section 87100 requires "a work force that is continually responsive to the needs of a diverse student population [which] may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity." Title 5 states that "establishing and maintaining a richly diverse workforce is an on going process that requires continued institutionalized effort." (Cal. Code Regs., tit. 5, § 53024.1.) These policies provide our students with the educational benefits of a diverse workforce.

To implement the Equal Employment Opportunity (EEO) policies contained in the Education Code and title 5, the Chancellor's Office has established a Multiple Methods model for allocating the EEO Fund. For fiscal year 2018 – 2019, the EEO and Diversity Advisory Committee has recommended a change to the allocation model, which the Chancellor's Office has agreed to implement. In addition to compliance with Multiple Method 1, districts must also demonstrate compliance with 6 (rather than 5) of the 8 remaining Multiple Methods to qualify for the receipt of EEO Funding.

I. The Nine Multiple Methods

The Chancellor's longstanding Equal Employment Opportunity and Diversity Advisory Committee and the Office of the General Counsel have identified nine best practice areas for "success in promoting" EEO. These serve as the "Multiple Methods" for allocating the EEO Fund. Compliance with Multiple Method #1 is mandatory in order to qualify for EEO Funding. In addition, for fiscal year 2018 19, districts must demonstrate compliance with at least 6 of the remaining 8 Multiple Methods. Each of these methods is described below:

EEO Planning.

1. EEO Plan/Advisory Committee/Performance Reporting. This method requires submitting a board adopted EEO Plan to the Chancellor's Office at least every 3 years, establishing an EEO Advisory Committee to assist in the development and implementation of the EEO Plan, and submitting an Expenditure/Performance report on the use of EEO

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III. Use of the EEO Funds

The Education Code and title 5 allow districts