

All DEI Recommendations by responsible party 1-30-2022

Activity	Who	What	When	Completed
Tier 1 Activity: Encourage boards to include diversity performance criteria in their self-evaluation.	District/BOT	Boards to revise self-evaluation process to include diversity performance criteria.	February 2021	Done - Information shared with COC Board of Trustees DEI study session in February, 2021
Tier 1 Activity: HR, Administration, Department Chairs and Student Services to collaborate on updating faculty hiring procedures and methods to include open houses.	HR/Academic Senate	Update hiring procedures Include open houses in hiring procedures as a way to recruit diverse faculty. Recommendation made by ACHRO/EEO	Spring 2021 March 2021	Done – AP 7120A FT Faculty hiring procedure was updated spring 2021. In Progress
Tier 1 Activity: Districts and colleges, Association of Chief Human Resource Officers (ACHRO), ASCCC, and Chief Instructional Officers (CIOs) to develop guidance on including staff from other disciplines, departments, divisions, etc. on hiring and screening committees.	HR/ACHRO	Recommendations were made by ACHRO on this topic.	November 2020	Done – Was already incorporated into local District hiring procedures
Tier 1 Activity: Districts and colleges to adopt EEO plans as an action item in a public meeting.	HR/BOT	EEO Plan is presented to Board for approval every 3 years per statute. Multiple Measures report is presented annually	Due next in January 2022	Done - Completed every three years
Tier 1 Activity: Human Resources (HR) Information Systems and research staff to establish a process for identifying criteria to measure adverse impact.	HR/IR	Systematize our annual employee counts and analysis. Waiting on model EEO plan from CCCCCO.	Last updated in January 2019 EEO Plan included adverse impact analysis	Done
Tier 2 Activity: Create media campaign (specific website, marketing materials, social media) that highlights diversity, equity, inclusion resources, events and recognition for students, faculty, staff and communities.	HR/SS/PIO	Create Call to Action website /DEI	Spring 2021	In Process
Tier 1 Activity: Board of Governors to adopt a multi-cultural awareness week to celebrate the diversity of our system. Encourage CCLC, Student Senate for California Community Colleges (SSCCC), ASCCC, ACHRO and Chief Business Officers (CBO) to publicize the accomplishments of our system.	BOG - Completed Fall 2020	Diversity Celebration Month in April. Many DEI training opportunities and events were held in April.	Annually in April	Done

Tier 1 Activity: ACHRO to develop a model to evaluate the composition of local hiring committees with a diversity, equity, and inclusion lens, and partner with the Chancellor's Office and ASCCC to release statewide guidance.	ACHRO/CCCCO	Awaiting statewide guidance. New AP 7120A includes language that the committee composition will be approved by Academic Senate and HR working together to ensure DEI representation on screening committees.		Done
Tier 1 Activity: EEO and Diversity Advisory Committee and HR to develop new standards to require a diversity statement of applicants.	ACHRO/CCCCO	While we await statewide guidance, AP 7120A already includes the requirement of a Philosophy of Diversity statement from each applicant.	Spring 2021	Done
Tier 2 Activity: Districts and colleges to revise their policies and procedures every 5 years and include cross-functional staff in hiring and screening committees (i.e. including staff from other disciplines, departments, divisions, classified staff, etc.).	ACHRO/HR	Revise hiring procedures based on recommendation from ACHRO to include cross-functional staff on hiring committees	Spring 2021 review of hiring procedures, will retain this in our district procedures.	Done - Already in our existing hiring procedures
Tier 2 Activity: ASCCC and ACHRO to create guidelines to develop local forums for dialogue.	ASCCC/ACHRO	While we look forward to the guidelines, the district has already moved forward with dialogues and town halls since last summer.	Summer 2020	Done
Tier 1 Activity: Board of Governors to establish an accountability body to monitor the implementation of the system-wide diversity, equity and inclusion integration plan.	CCCCO	DEI implementation task force	Summer 2020	Done
Tier 2 Activity: Chancellor's Office seek additional funding to support implementation of targeted advertising and recruitment strategies to offset costs of advertising in new places and using differentiated methods to recruit more diverse candidates.	CCCCO	While we would appreciate additional funding, the district already advertises in diversity publications and has joined PRISM at USC which provides access to diverse education candidates.	On-going, Joined Prism Spring 2021	Done
Tier 2 Activity: Chancellor's Office to advocate for additional systemwide professional development support with an equity and diversity lens for classified staff in 2020-21.	CCCCO	Numerous training opportunities offered by the CCCCCO related to DEI	Spring 2021	Done
Tier 2 Activity: Chancellor's Office to secure funding to create a statewide internship program and pipeline for graduate students to teach at California community colleges.	CCCCO	CCCCO created Pipelines to Possibilities (P2P) program for CC alumni who attended HCBUs to return as Faculty.	October 2020	Done

Tier 1 Activity: Chancellor's Office to partner with system stakeholders to host annual diversity, equity and inclusion summit.	CCCCO		Spring 2021	Done
Tier 1 Activity: Chancellor's Office and ACHRO to develop model language for exit interviews to assess perspectives on how the prevailing culture impacts diversity, attitudes towards diverse student and employee groups, awareness and success of diversity programs, likelihood of recommending districts to diverse job applicants, impact of current level of diversity on decision to leave.	CCCCO/ACHRO	ACHRO developed exit interview model recommendations	Spring 2021	Done
Tier 2 Activity: Local boards to adopt a statement on diversity, equity and inclusion publicly.	CCCT/BOT	COC Board of Trustees has adopted a DEI resolution.	Spring 2021	Done
Tier 2 Activity: ASCCC and HR to develop a performance evaluation criteria model and professional development opportunities to successfully expand employee's capacity to serve students.	ACHRO/ASCCC	Awaiting statewide guidance in relation to the evaluation criteria model. Numerous PD offerings about expanding employee capacity to serve students have already occurred over the past year.	Spring 2021	Done
Tier 1 Activity: HR, individual Department Chairs and Deans and hiring committees to develop model job description, vacancy announcement, screening criteria, interview questions and other employee selection procedure language to successfully serve diverse student populations.	HR/ASCCC HR	Review and update boilerplate information. Approved by Academic Senate. Screening criteria, interview questions, and procedure language updates	Fall 2021 Spring 2021	Done Done
Tier 1 Activity: Districts and colleges to collect data about those exit interviews to inform strategies for improving retention.	ACHRO-EEO/CCCCO/HR	Develop and implement process based on recommendations.	ACHRO/EEO has recommended model language for DEI-focused exit interviews 4/8/21	Awaiting final guidance from CCCCCO
Tier 1 Activity: Require recordkeeping of hiring process decisions to allow for specialized statistical analysis of key hiring to	CCCCO/HR/IR	Update annual numbers as part of EEO Plan analysis. Waiting on model EEO plan from CCCCCO.	Last updated in January 2019 EEO Plan. Due to	Awaiting final guidance from CCCCCO

measure impact and progress towards increasing the diversity of faculty and staff (classified and administrators).			be updated January 2022	
Tier 2 Activity: Expand longitudinal data analysis requirements to include measurement of specific selection criteria for adverse impact.	HR/IR	Systematize our annual applicant analysis. Waiting on model EEO plan from CCCCCO.	Due for review January 2022.	Awaiting final guidance from CCCCCO on EEO Plans
Tier 1 Activity: Chancellor's Office and ASCCC to partner to release statewide guidance on equivalency process and policies.	ASCCC/CCCCO have made recommendations November 2020	Equivalency Committee and Academic Senate reviewing BP/AP 7121 for revisions to include the CTE Toolkit	Fall 2021	Awaiting final guidance passed by BOG in March 2022
Tier 1 Activity: Chancellor's Office requires that equivalency committees receive the same training as hiring committees.	ASCCC/CCCCO have made recommendations November 2020		Spring 2022	To be implemented spring 2022
Tier 1 Activity: Chancellor's Office to standardize the submission deadlines of all district EEO plans.	CCCCO	Awaiting plan revisions from CCCCCO	Spring 2022	Awaiting final guidance from CCCCCO on EEO Plans
Tier 1 Activity: HR and Academic Senate for California Community Colleges (ASCCC) to establish first-year experience support structures for employees.	ACHRO/ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: HR and ASCCC to clearly outline required minimum qualifications for positions.	ACHRO/ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: HR and ASCCC to disseminate information on how selection committees may utilize minimum qualifications to select candidates.	ACHRO/ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: HR to collaborate with ASCCC to review faculty evaluation procedures using existing consultative structures.	ACHRO/ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: ASCCC, HR and local union to create a process where conversations about cultural competencies can happen outside the evaluation process.	ACHRO/ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: ACHRO and ASCCC collaborate to create a tool to assess diverse representation.	ACHRO/ASCCC	Awaiting statewide guidance.		

Tier 1 Activity: Produce exemplary practices and models to be posted and disseminated on the Vision Resource Center.	All Constituency Groups			
Tier 1 Activity: Statewide associations take similar actions. (In reference to: ASCCC to evaluate the Academic Senate Faculty award application process and imbed diversity, equity and inclusion criteria.)	All Statewide Orgs.			
Tier 1 Activity: ASCCC to evaluate the 2nd minimum qualification for Faculty.	ASCCC	Awaiting statewide ASCCC guidance.		
Tier 1 Activity: ASCCC to look at both the minimum qualifications and preferred qualifications to ensure diversity related experience and skillsets are preferred minimum qualification.	ASCCC	Awaiting statewide ASCCC guidance.		
Tier 1 Activity: ASCCC to evaluate the Academic Senate Faculty award application process and imbed diversity, equity and inclusion criteria.	ASCCC			
Tier 1 Activity: ASCCC, Unions, Administration and HR to collaborate to review the faculty evaluation tool.	ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: ASCCC to provide guidance for evaluation and tenure review committees.	ASCCC	Awaiting statewide guidance.		
Tier 1 Activity: ASCCC, ACHRO, and Community College League of California (CCLC) to develop a series of modules on cultural humility, equity, diversity, and inclusion.	ASCCC, ACHRO, and Community College League of California (CCLC)	Awaiting modules.		
Tier 2 Activity: HR and ASCCC to develop model job descriptions, vacancy announcements, screening criteria, interview questions and other employee selection procedure language to establish the ability to successfully serve diverse student populations.	ASCCC/ACHRO	Awaiting statewide models.		
Tier 1 Activity: ASCCC and ACHRO to provide guidance on hiring committees: examples to diversify committees, what	ASCCC/ACHRO	Awaiting statewide guidance.		

these committees should look like, and models for candidate evaluation.				
Tier 1 Activity: ASCCC and HR to develop model job descriptions, vacancy announcements, screening criteria, interview questions, and other employee selection procedure language to establish the ability to successfully serve diverse student populations as a true minimum qualification for all positions. Focus on student engagement, retention and responding to student needs.	ASCCC/ACHRO	Awaiting statewide guidance.		
Tier 1 Activity: ASCCC and Chancellor’s Office partner to provide statewide guidance and clarity on minimum qualifications (preferred vs required).	ASCCC/CCCCO	Awaiting statewide guidance.		
Tier 1 Activity: ASCCC and CCLC collaborate to educate districts, colleges, trustees and CEO’s on the impact of mentoring programs.	ASCCC/CCLC	Awaiting statewide guidance.		
Tier 2 Activity: Board of Governors to create a workgroup with a set timeline to require the Chancellor’s Office, ASCCC, ACHRO and unions to develop model performance evaluation criteria and procedures to hold all employees accountable for successfully serving diverse student populations.	BOG/Prof Orgs.	Awaiting recommendation and timeline from the workgroup.		
Tier 2 Activity: Develop a statewide user-friendly data repository.	CCCCO	Awaiting creation of repository		
Tier 1 Activity: Chancellor’s Office to standardize and revise the EEO plan template and multiple measures with an equity lens and geared towards an action plan with accountability and evaluation of implementation.	CCCCO	Awaiting plan templates.		
Tier 1 Activity: Chancellor’s Office to provide guidance to colleges on longitudinal data analysis to ensure the reported numbers are aligned with diversity strategies and outcomes.	CCCCO	Awaiting plan revisions.		

Tier 1 Activity: Chancellor's Office EEO and Diversity Advisory Committee to reevaluate the activity update process and accountability measures for diversity.	CCCCO	Awaiting plan revisions.		
Tier 1 Activity: Board of Governors and Chancellor's Office to model this commitment in state hiring process in accordance with California Department of Human Resources policies and procedures.	CCCCO			
Tier 1 Activity: Chancellor's Office to provide guidance on best practice hiring procedures.	CCCCO	Awaiting CCCCCO best practices	Spring 2022	
Tier 1 Activity: Collaborate with the EEO Advisory to create a workshop series model for administrators and managers to understand and see the value of inclusive behaviors.	CCCCO	Awaiting training development from CCCCCO.		
Tier 1 Activity: Chancellor's Office create a repository of recruitment resources to include advertising and recruitment strategies that can be accessed via the CCCRegistry.org website, Vision Resource Center and reported on the EEO plan.	CCCCO	Awaiting CCCCCO best practices	Spring 2022	
Tier 1 Activity: Chancellor's Office create an online module on cultural competency, implicit bias, and longitudinal analysis to upload to the Vision Resource Center and any relevant websites.	CCCCO	Awaiting training development from CCCCCO.		
Tier 1 Activity: Chancellor's Office to evaluate how the caring campus pilot program can be scaled and the resources that would be needed.	CCCCO	Awaiting evaluation and recommendation from CCCCCO.		
Tier 2 Activity: Chancellor's Office to secure new funding for EEO plans and flexibility to fund mentoring programs to be implemented statewide.	CCCCO			

Tier 1 Activity: Chancellor's Office align requirements to the Rice Awards and allow system non-profit associations to nominate community college stakeholders (i.e. faculty, administrators, staff (classified) and students).	CCCCO			
Tier 1 Activity: Chancellor's Office to continue Chancellor's Listening Tour and Black and African-American Advisory Town Halls to elevate dialogue on diversity, equity and inclusion.	CCCCO			
Tier 1 Activity: HR departments and program offices to develop an Employee Diversification component as part of their EEO Plan.	CCCCO	Awaiting plan revisions		
Tier 2 Activity: Outreach to industries (for career education) and other institutions (Historically Black Colleges and Universities) for graduate and post-doctoral internship opportunities.	CCCCO			
Tier 2 Activity: Chancellor's Office and ACHRO create modules that outline a process for improving and diversifying screening and hiring committees to provide guidance to the field.	CCCCO/ACHRO	Awaiting creation of modules		
Tier 1 Activity: Chancellor's Office partner to create a model for performance evaluation criteria with ASCCC and ACHRO that holds all employees accountable for successfully serving diverse student populations.	CCCCO/ASCCC/ACHRO	Awaiting model.		
Tier 1 Activity: Chancellor's Office collaborate with ASCCC and CCLC to develop a best practices approach for mentoring and add it to the EEO best practices manual.	CCCCO/ASCCC/CCLC	Awaiting mentoring recommendations. The District has had a successful mentoring programs for employees for many years.		
Tier 1 Activity: Board of Governors to approve system wide statement on diversity, equity and inclusion and integrate the language in Title 5 regulations, the California Community Colleges mission, EEO plan templates and multiple measures certification forms.	CCCCO/BOG	Title 5 regulations revisions have been submitted to the BOG for review.	May 2021	

Tier 1 Activity: Chancellor’s Office collaborate with the ASCCC, CCLC, ACHRO and unions to facilitate this dialogue at statewide conferences.	CCCCO/Prof. Orgs.			
Tier 1 Activity: Chancellor’s Office partner with statewide organizations to provide best practices modules for implementing the hiring processes that upholds diversity, equity and inclusion with the goal of serving students with excellence.	CCCCO/Statewide Orgs			
Tier 2 Activity: Centralize recruitment and application tool for data collection, analysis and reflection (CCCRegistry.org).	CCCRegistry			
Tier 1 Activity: ASCCC, HR and local union to review existing evaluation procedures.	COCFA/AFT/Senate/District	Review evaluation procedures and encourage diversity focused criteria	Fall 2021	
Tier 2 Activity: ACHRO, Association of California Community College Administrators (ACCCA), Association of Chief Business Officers (ACBO), ASCCC, classified senate leaders and union leaders to develop principles to integrate cultural competency into all existing statewide association certificate programs.	Professional orgs.			