

Draft Revisions to RSCCD EEO Plan

Other Measures Necessary to Further Equal Employment Opportunity

The District recognizes that multiple approaches are appropriate to fulfill its mission of ensuring equal employment opportunity and the creation of a diverse workforce. Equal employment opportunity means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District. Equal employment opportunity should exist at all levels and in all job categories. Ensuring equal employment opportunity also involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas and is welcoming to men and women, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination. To that end, ~~in addition to the steps to address underrepresentation and/or significant underrepresentation,~~ the District will ~~implement a diversity program.~~ ~~Having a campus that has accepted principles of diversity and multiculturalism can make implementation and maintenance of an effective equal employment opportunity program much easier.~~ For that reason, ~~institutionalizing a diversity program that is well-planned out, well-funded, and supported by the leadership of the District can be of great value.~~ The District will sponsor cultural events and speakers on issues dealing with diversity, and explore how to infuse diversity into the classroom and curriculum. ~~The District will promote the concept of cultural proficiency and it will develop an evaluation form that integrates diversity into the evaluation of employees.~~ The District will also promote learning opportunities and personal growth in the area of diversity and evaluate how the physical environment can be responsive to its diverse employee and student populations. ~~In implementing a diversity program, the District shall do the following:~~

- 1) ~~Commit to a formal Office of Diversity and diversity program that is part of the structure of the district and that will be adequately funded and supported by the district and campus leadership.⁺~~
 - 2) ~~Conduct campus climate studies to identify hidden barriers.~~
 - 3) ~~Include guest speakers from underrepresented groups who are in leadership positions and who may inspire students and employees alike.~~
 - 4) Highlight the District's equal employment opportunity and diversity policies in job announcements and in its recruitment, marketing, and other publications. Include in job announcements language indicating that candidates are required to demonstrate that they can infuse diversity into their major job duties sensitivity to and understanding of the diverse academic, socio-economic, cultural, disability and ethnic backgrounds of community college students.
 - 5) ~~Conduct diversity dialogues, forums, and cross-cultural workshops.~~
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- 6) ~~Work with Support the Campus efforts of the college curriculum committees to assist in the development of a “Diversity Instructional Tool Kit” as a resource for faculty interested in infusing~~ include diversity and multiculturalism in ~~to their instructional or services to students offerings.~~
- 7) ~~Review and revise~~ Ensure college/district publications and other marketing tools ~~to~~ reflect diversity in pictures, graphics, and text to project an inclusive image.
- 8) ~~Recognize and value staff and faculty who have promoted diversity and equal employment opportunity principles by awarding a yearly diversity recognition award.~~
- 9) ~~Require a series of~~ Conduct EEO/diversity workshops during ~~at all instructional improvement days (flex week or on staff development days) .~~
- 10) ~~Evaluate administrators yearly on their ability and efforts to meet the District’s equal employment opportunity and diversity efforts.~~
- 11) ~~Establish an “Equal Employment Opportunity and Diversity” online presence by highlighting~~ Maintain the district’s diversity, ~~and~~ equal employment opportunity, ADA, sexual harassment and nondiscrimination policies, procedures and programs on the district’s website. ~~The website will also list contact persons for further information on all of these topics.~~
- 12) ~~Promote sabbaticals that will assist the district in achieving its equal employment opportunity and diversity objectives.~~
- 13) ~~Promote various cultural~~ awareness and celebrations on campus.
- 14) Recognize multilingualism and knowledge of multiculturalism as a desired, and when appropriate, required skill and qualification for ~~community college~~ District employees.
- 15) ~~Have a formal diversity program on campus that is visible, valued and adequately funded.~~
- 16) ~~Consider providing for alternative educational or experience requirements for nonacademic positions.~~
- 17) ~~Develop leadership opportunities with current staff focusing on diversity.~~
- 18) ~~Establish a Community Outreach Advisory Council to involve community based organizations in the recruitment and other equal employment opportunity efforts of the college. Recommended membership will include representatives from~~

~~local business and industry as well as from diverse community groups such as MALDEF, NAACP, Chamber of Commerce, and City Council(s).~~

- 19) Ensure that top administrative staff support diversity objectives and that the diversity and/or equal employment opportunity officer position is maintained as a cabinet or other high-level administrative position.
- 20) ~~Seek direct contact~~ Collaborate with student, professional, community and other organizations that represent the diverse community we serve. These organizations can serve as resources for referring potential candidates.