



SAN JOSÉ · EVERGREEN

Community College District

SJECED EEO & DIVERSITY PLAN IMPLEMENTATION UPDATE

Professional Development Day (PDD) March 14, 2025: SJCC B-102, 10:30 AM & EVC, 2:00 PM Zoom

EEO & Diversity Advisory Committee: Co-Chairs Vice Chancellor of HR Dio Shipp & Director of Diversity, Communications and Community Relations Sam Ho, and Advisory Committee Members





SJECED ENDS POLICIES

SJECED exists to ensure all students, especially those with educational and/or socioeconomic challenges, will have the skills and capabilities to be successful in the next stage of their life.





VISION

SJECED becomes the premier institution for advancing opportunity, equity, and social justice for everyone through educational excellence.





MISSION

As a leading educational institution, the mission of SJECCD is to meet the diverse educational and workforce needs of our community by empowering our students to become agents for socioeconomic change.





OVERVIEW

- **EEO & Diversity Plan** (June 2024)
- **Key Features**





CURRENT PLAN COMPONENTS

Plan Components	Page
Plan Component 1: Introduction	1
Plan Component 2: Definitions	3
Plan Component 3: Policy Statement on Equal Employment Opportunity and Diversity, Equity and Inclusion	5
Plan Component 4: Delegation of Responsibility, Authority and Compliance	7
Plan Component 5: Advisory Committee	11
Plan Component 6: Complaints	12
Plan Component 7: Notification to District Employees	12
Plan Component 8: Training for Screening/Selection Committees	13
Plan Component 9: Annual Written Notice to Community Organizations	14
Plan Component 10: Process for Utilizing Data to Determine Whether Monitored Groups are Underrepresented within District Job Categories	15
Plan Component 11: A Process for Gathering Information and Periodic Longitudinal Analysis of the District Employees and Applicants	33
Plan Component 12: Methods to Address Underrepresentation	42
Plan Component 13: Selection of Specific Pre-Hiring, Hiring, and Post-Hiring EEO Strategies and Schedule Identifying Timetables for Their Implementation	48
Plan Component 14: Persons with Disabilities (Section 53025)	48
Plan Component 15: Graduate Assumption Program of Loans for Education Programs and to Encourage Students to Complete Their Graduate Studies	49
Attachments	50
Attachment "A" Component 13 Strategies	
Attachment "B" Links to Board Policies	
Attachment "C" Additional Data	



A. *PRE-HIRING*

A1. Training

A1.1. Topics

A1.2. Trainers

A1.3. Assessments





A. PRE-HIRING (Con't)

A2. Publications & Websites

Recognize and commemorate historical persons or events from marginalized communities via naming or visual arts on buildings, rooms, and outdoor spaces





A. *PRE-HIRING (Con't)*

A3. EEO Performance Goals

A3.1 Criteria for Evaluation

A3.2 Annual Goal or Initiative





A. *PRE-HIRING (Con't)*

A4. Data

- A.4.1 Longitudinal / trend Data
- A.4.2 Employees with Disabilities
- A.4.3 Faculty Hires (Full-time/Part-time)
- A.4.4 Gender
- A.4.5 Retired Faculty
- A.4.6 Two or More Races





A. *PRE-HIRING (Con't)*

A5. Recruitment Outreach

Address underrepresentation

A.5.1 Identification

A.5.2 Strategies to address under-representation





A. PRE-HIRING (Cont.)

A6. Affinity Groups

Meet

Inquire

Support





B. HIRING

B1. Training for Hiring Committees

B.1.1 EEO/Equity Representatives

B.1.2 Assessing Sensitivity &

Understanding of diverse students

B.1.3 Online interactive training





B. HIRING (Cont.)

B2. Bias Elimination Training

B3. Assess Sensitivity to Diversity

B4. EEO Representatives

B5. Focused Outreach & Publications

B6. Recruitment





C. POST-HIRING

C1. Campus EEO & Diversity Climate

C2. Hiring Procedures & Outreach

C3. New Employee Support





California Code of Regulations, Title 5, Section 53024.1

Districts shall implement effective strategies to achieve their institutional commitment to diversity detailed in their EEO Plans... Strategies may include:

1. Conduct surveys
2. Conduct exit interviews
3. Provide trainings
4. Update job descriptions
5. Investigate all discrimination complaints
6. Comply with codes and regulations
7. Convey commitment to diversity and inclusion
8. Update curricular and course descriptions
9. Conduct longitudinal data analysis
10. Provide professional development opportunities...





SUMMARY

- Highlights
- Recommendations

Continued improvement

1. Commitment
2. Management
3. Leadership & Support





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Community College District

THANK YOU!

DISTRICTWIDE EEO & DIVERSITY ADVISORY COMMITTEE



OPPORTUNITY | EQUITY | SOCIAL JUSTICE