

Summary of CCCC Feedback Form for SJECCD's EEO & Diversity Plan
15 Components

CCCCO Equal Employment Opportunity (EEO) Plan Feedback Form

(SJECCD received on February 27, 2024)

Components 1 – 12

Component 1: Introduction	No Feedback ("Satisfactory")
Component 2: Definitions	No Feedback ("Satisfactory")
Component 3: Policy Statement	No Feedback ("Satisfactory")
Component 4: Identification of District Officer with Delegated Responsibility and Authority to Implement and Enforce the EEO Plan. 530039(c)(3)	No Feedback ("Satisfactory")
Component 5: EEO Advisory Committee. 53005	No Feedback ("Satisfactory")
Component 6: The Procedure for Filing Complaints Pursuant to Section 53026. 53003(c)(4)	No Feedback ("Satisfactory")
Component 7: The Process for Notifying All District Employees of the Provisions of the EEO Plan and District Policy Statement. 53003(c)(5)	No Feedback ("Satisfactory")
Component 8: The Process for Ensuring that District Employees Who Participate on Screening or Selection Committees Receive Training. 53003(c)(6)	Minimal Feedback ("minor modification")
<i>"District may want to consider providing a refresher summary of the trainings at the beginning of each recruitment to ensure information is fresh for members. Note that the cited section of title 5 should be 53000 not 5300."</i>	
Component 9: The Process for Providing Annual Written Notice to Community-Based and Professional Organizations. 53003(c)(7)	No Feedback ("Satisfactory")
Component 10: A Process for Gathering Information and Periodic Longitudinal Analysis of the District's Employees and Applicants. 53003(c)(8)	No Feedback ("Satisfactory")
Component 11: A Process for Utilizing Data to Determine Whether Monitored Groups Are Underrepresented Within District Job Categories. 53003(c)(9)	No Feedback ("Satisfactory")

Component 12: Methods for Addressing Underrepresentation. 530003(c)(10)

Minimal Feedback (“minor modification”)

“Component is very thorough, excellent. District may want to consider moving some of the strategies in Component 12 to Component 13.”

Additional Comments

“Components 10 – 12: There is a reference to additional data in Attachment C, however no link or additional document was provided.”

SJECCD’s Response: Attachment C was emailed to CCCC0 in the November 1, 2023 email, requesting Attachment C to be added. In fact, the February 27, 2024 email with Feedback Form received from CCCC0 included Attachment C as submitted on November 1, 2023.

Component 13 Feedback

Pre-Hiring Strategies

Provide training to employees, students & trustees. (53024.1(d))

No Feedback (“Satisfactory”)

Convey in publications and website the district’s commitment to diversity & EEO. (53024. 1(J))

No Feedback (“Satisfactory”)

Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals

No Feedback (“Satisfactory”)

Collect additional data and drill down

No Feedback (“Satisfactory”)

Additional Comments:

“The 4 selected pre-hiring strategies are well noted as opportunities to gather necessary data and advance DEIAA, however the district may consider 1-2 more strategies that focus on addressing underrepresentation analysis such as Latinx faculty recruitment through focused engagement with graduate schools.”

Hiring Strategies

Consistent and ongoing training for hiring committees. (53024.1(c))

No Feedback (“Satisfactory”)

Board of Trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g)) No Feedback (“Satisfactory”)

Assess “sensitivity to diversity” of all applicants. (53024.1(I))

No Feedback (“Satisfactory”)

Dedication of Specified Staff to EEO

No Feedback (“Satisfactory”)

Focused outreach and publications

No Feedback (“Satisfactory”)

Post-Hiring Strategies

Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))

No Feedback (“Satisfactory”)

Additional Plan Components

Component 14: Persons with Disabilities (53025) No Feedback (“Satisfactory”)

Component 15: Graduate Assumption Program of Loans for Education Programs and to Encourage Students to Complete Their Graduate Studies

No Feedback (“Satisfactory”)

Signatures

Reviewer: **Dahir Nasser**

(Feb. 27, 2024)

Reviewer: **Fermin Villegas**

(Feb. 27, 2024)

DEIA Strategy Consultant: **Krystal Henderson**

(Feb. 27, 2024)

Comments:

“This is a very thorough and highly detailed EEO Plan. Congratulations on the excellent work your institution is doing; the very minimal feedback outlined in the form is intended to further refine specific plan components, should you wish to adopt them.”

Visiting Executive of Educational Excellence and Equal Employment Opportunity Program:

Abdulmalik Buul

(Feb. 27, 2024)

Comments:

“The CCCCCO highly appreciates your institution’s willingness, consistency, and commitment toward this work. You are highly encouraged to adopt the feedback in this form.”

END OF FEEDBACK FORM