

## **Equity and Equal Employment Opportunity Advisory Committee**

### **Charge and Composition**

The Grossmont-Cuyamaca Community College District (GCCCD) Equity and Equal Employment Opportunity Advisory Committee (EEEEOAC) assists in developing, revising, and implementing district EEO programs and plans. The committee identifies programming and recommends activities to promote diversity, equity, inclusion, accessibility, and anti-racism. The EEEEEOAC works in support of the District's and the Colleges' visions, missions, and values, as well as the Board of Trustees' commitment to equitable employment practices to promote community relations in the area of diversity, and to assess the impact of institutional policies and practices on hiring and retention, with a focus on equity and inclusion.

As part of the participatory governance structure, EEEEEOAC advises, provides recommendations to, and receives recommendations from the Human Resource Council (HRC).

#### **Responsibilities:**

- Assist in developing, revising, and implementing district EEO programs and plans, with an emphasis in fostering diversity and inclusion in hiring practices.
  - Guidance on the EEO Plan: Partners and provides expert advice on the formulation and revision of the district's EEO Plan to ensure it meets the objectives set forth by the California Community College Chancellor's Office and complies with state and federal EEO laws.
  - Review EEO Plan Effectiveness: Regularly assess the effectiveness of the EEO Plan in achieving its goals and metrics, offering recommendations for improvements.
- Review Board Policies and Administrative Procedures related to Equity, EEO, and recruitment and selection and make recommendations for revisions.
- Assist in developing, revising, and implementing district academic hiring processes and practices and classified, where applicable, related to the cycle of hiring (recruitment, interviews, onboarding, retention, promotion, etc.) with the goal of increasing employee diversity to better reflect the District's diverse student population.

The advisory committee shall receive training on the following, but not limited to:

- (a) the requirements of state and federal nondiscrimination laws, including anti-racism;
- (b) identification and elimination of bias in hiring;
- (c) the educational benefits of workforce diversity; and
- (d) the role of the advisory committee in drafting and implementing a district EEO plan.

*Cal. Code Regs. Tit. 5, § 53005*

**Membership:**

Vice Chancellor, Human Resources or Designee (Chair)  
EEO/Title IX/Diversity, Director  
Academic Senate representative, Grossmont College  
Academic Senate representative, Cuyamaca College  
Classified Senate representative, Grossmont College  
Classified Senate representative, Cuyamaca College  
Classified representative, District Services  
Faculty-at-Large representative, Grossmont College  
Faculty-at-Large representative, Cuyamaca College  
Administrators' Association  
Dean of Student Success and Equity, Grossmont College  
Dean of Student Success and Equity, Cuyamaca College  
Confidential Administrators  
Confidential Staff representative  
California School Employees Association, Chapter 707, representative  
American Federation of Teachers Guild representative  
ASG Student representative, Grossmont College  
ASG Student representative, Cuyamaca College  
  
Ex Officio/Resource Personnel, as needed/appropriate