

EQ2: Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.

Objective 2.1 All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College.

	Timeline: Please select which academic year(s) the action steps will be executed:			Brief narrative for action steps addressed in 2022-23: <ul style="list-style-type: none"> <li>Describe your approach/priorities/plans for Year 1;</li> <li>What are the challenges and opportunities?</li> <li>What questions do you have that would be helpful to think through with the EPC?</li> </ul>
	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)	
Implement EEO Committee's recommendations relating to hiring practices (name/list from EEO recs).	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<div style="border: 1px solid black; height: 40px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; height: 40px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; padding: 5px;">The California Title 5 regulations are continuing to change due to new legislation. This will be an ongoing change every year as new laws pass.</div>
To draw more diverse applicants with advanced degrees, expand relationships with graduate programs and local community partners with the purpose of increasing understanding of the College's diverse student body and commitment to equity.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Implement new Title 5 regulations related to hiring practices.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	

EQ2: 2.2. Objective 2.2 All new employee services and programs utilize an equity-minded approach to employee support and retention.

	Timeline: Please select which academic year(s) the action steps will be executed:			Brief narrative for action steps addressed in 2022-23: <ul style="list-style-type: none"> <li>Describe your approach/priorities/plans for Year 1;</li> <li>What are the challenges and opportunities?</li> <li>What questions do you have that would be helpful to think through with the EPC?</li> </ul>
	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)	
Implement a leadership development program for classified employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<div style="border: 1px solid black; height: 40px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; height: 40px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; height: 40px;"></div>
Develop an award/recognition to acknowledge employee work to advance the College's equity agenda.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Implement onboarding incentives identified in the EEO Plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	