



EEO Plan Updates

July 1, 2026 – June 30, 2029

Component 1 – Updated Introduction



Updated focus on inclusion and equity



More Comprehensive Description of Diversity



Expanded Employment Scope to full employee lifecycle



EEOAC Role Clarified and Modernized to specify implementation and evaluation



Updated Statement of Institutional Benefits



Shift from Opportunity Equalization to Equitable Outcomes

Component 3 – Updated Policy Statement

Explains *how* diversity supports student success

Shifts focus of inclusion from simply being welcomed to being successful and engaged

Broadens the District's EEO responsibility beyond hiring practices

Stronger anti-racism commitment

Updated and expanded non-discrimination language

Greater focus on representation and community

Creates a stronger connection between EEO efforts, employee success and student outcomes

COMPONENT 6

Updated Student Activities and
Advocacy Office location

Kentfield Campus Center for Student
Success (CSS)

Third Floor, CSS

835 College Avenue

Kentfield, California 94904

COMPONENT 9

Expanded local institutions,
organizations and agencies that may be
recruitment sources

Component 8 - Added resources for materials for screening committee members



MCCD Screening Committee Guide - Hiring Process & Best Practices



Screening Committee Training: Elimination of Bias in Hiring and Employment



EEOC Prohibited Employment Policies & Practices



Screening Committee Composition Guidelines



Screening Committee Confidentiality Agreement & Nepotism Declaration



Recruitment Process for Hiring Managers

Component 10 - Revised statewide demographic reporting requirements

Added new race and ethnicity category: Filipino and Southwest Asia/North Africa/Middle East

Added Veteran for collection data

Expanded job categories

Updated EEO Analysis Summary Report

COMPONENT II - UPDATED ANALYSIS TO IDENTIFY UNDERREPRESENTATION



Updated underrepresentation and hiring disparity analyses using current workforce and applicant data, strengthened statistical review methods, and refined identification of potential barriers in recruitment and hiring processes

COMPONENT 12 - UPDATED LANGUAGE FOR METHODS TO ADDRESS ANY UNDERREPRESENTATION

The District may implement additional recruitment, hiring, retention, professional development, and workforce equity strategies as warranted by ongoing EEO analyses, workforce data, identified barriers to equal employment opportunity, emerging best practices, and changes in applicable laws, regulations, or guidance. Such strategies may be developed and modified as necessary to improve representation, promote equitable employment outcomes, and further the goals and objectives of this EEO Plan.

Component 13 - Updated Additional Measures and Methods to Support Equal Employment Opportunity Initiatives

Pre-Hiring

- Strengthening Equitable Hiring Practices

Hiring

- Expanding Recruitment and Outreach

Post-Hiring

- Creating a More Inclusive Employee Experience
- Launching the Office of Employee and Organizational Development (OEOD)
- Using Employee Climate and Engagement Data

LOOKING AHEAD

Over the next three years, the District's EEO efforts will focus on:

1. Advancing equitable employment outcomes.
 2. Expanding recruitment pathways and partnerships.
 3. Supporting employee success, engagement, and belonging.
 4. Strengthening inclusive hiring and evaluation practices.
 5. Using data-informed decision-making to address barriers and improve outcomes.
 6. Building a workforce that reflects and serves the diverse communities and students of Marin.
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