COLLEGE OF
MARIN

EEO Advisory Council
October 2, 2024
12:30 – 1:30 pm
[Via Microsoft Teams](#)

EEO Advisory Council Planning Session	
Topic	Description
Welcome/Introductions	
EEO Plan Update (Component 13)	*Nikki Harris*
DEIA Institute Re-cap	*Nikki*
EEO Summit Re-Cap	
Caring Campus	*(to be discussed next EEOAC)*
Updates/Announcements	
Next Meeting - November 6th 12:30-1:30	

Additional Data/Comments:

***See MCCD EEO Plan 2024-2027

EEO Advisory Council

The District has established the EEOAC to assist the District in developing, revising, and implementing District EEO Programs and the EEO Plan. The Council will include a diverse membership of individuals committed to equal employment opportunity, diversity and inclusion. The EEOAC may sponsor and support events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention and diversity. When appropriate, the EEOAC will make recommendations to the Board, the Superintendent/President, or the EEO Officer to update the EEO Plan in accordance with applicable policies, procedures, and legislation (MCCD EEO Plan 2024-2027).

[Marin Community College District Equal Employment Opportunity Plan 2024 - 2027.pdf](#)

[New EEO Plan Update 112023.pdf](#)

Review of the plan data; utilization data and looking at each employee group separately (classified, administrator, faculty) to see where the data informs our EEOAC priorities and work

[EEO Plan Utilization Data](#)

Component 13:

<u>Pre-Hiring</u>:

Convey in publications and website the district's commitment to diversity & EEO—**Angela**

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *Conveying in publications and website the district's commitment to diversity and EEO*.

<u>Hiring</u>:

Recruitment efforts and strategies such as: Use of demographic data; Job fairs; CCC Registry; Relationships with external organizations & colleges—**Kat, Lauren**

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *Recruitment efforts and strategies such as: Use of demographic data; Job fairs; CCC Registry; Relationships with external organizations & colleges.*

<u>Hiring</u>:

2-Revise hiring protocols to include an EEO representative is included on selection and screening committees—**Stormy, Cara, Tonya, Lauren**

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *Revising hiring protocols to include an EEO representative.*

<u>Post-Hiring</u>:

6-Provide awards/recognition to acknowledge employee work towards the College's equity agenda—**Cara, Angela**

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *Provide awards/recognition to acknowledge employee work towards the College's equity agenda.*

<u>Post-Hiring</u>:

5-Create/Grow leadership development program for existing classified employees—**Cara, Lauren**

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *Create/Grow leadership development program for existing classified employees.*

<u>Post-Hiring</u>:

4- New Employees: **Angela, Stormy, Cara, Tonya,**

- Comprehensive On-boarding for Newly hired employees—Angela
- Professional development, mentoring, support and leadership opportunities for new employees—Stormy, Cara, Tonya
- Provide onboarding incentives for newly hired employees—Angela

Action Step: Engage constituents listed in column 2 of Appendix A (Component 13) for *the 3 areas listed above.*