



EEO Advisory Council

June 9, 2025

1:30 – 3:00 pm

AC217

EEO Advisory Council Planning Session	
Topic	Description
Prep for Report to President/Superintendent	<i>Review</i>
Report 2024-2025 EEO Highlights	<i>Angela</i>
Recommendations	<i>Lauren</i>
Debrief and next steps, including next year meeting schedule	<i>Group Discussion</i>

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.](#)

[EEO 2024-2025 Goals and Updates.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:

Pre-Hiring:

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

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.*

- Update: Website has been updated to include meeting agendas and minutes

Hiring:

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

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.*

- Update:
 - *All job announcements include demographic data reflecting the college's commitment to diversity. As of Fall 2024 credit enrollment data, the diversity of students at the college includes greater representation than the county with regards to enrollment by Hispanic/Latinx (36% of enrollment), Asian (7%), Black/African American (3%), White (44%), and Multi-racial (7%) students. Our high-quality education and training at the College are made possible by its faculty and staff who are committed to excellence. As of Fall 2024, COM's workforce includes Hispanic/Latinx (17%), Asian (7%), Black/African American (5%), White (57%), and Multi-racial (3%) employees.*

Revise hiring protocols to include an EEO representative is included on selection and screening committees

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

- Update:
 - *The Equal Employment Opportunity Advisory Council (EEOAC) recommends against the designation of a single EEO Representative on screening committees. Instead, the Council affirms that all screening committee members share collective responsibility for upholding EEO principles throughout the hiring process. This approach promotes a more collaborative and consistent commitment to equity and inclusion across all phases of candidate evaluation.*

To support committee members, the EEOAC has identified additional training modules within the ProLearning platform. These courses will be incorporated into onboarding for new employees and required each time a new screening committee is convened, ensuring that all members are equipped with the knowledge and tools to engage in equitable and bias-conscious hiring practices.

Post-Hiring:

Provide awards/recognition to acknowledge employee work towards the College's equity agenda.

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.*

- Update:
 - *The Equal Employment Opportunity Advisory Council (EEOAC) will be recommending to the Superintendent/President the launch of a new recognition program designed to celebrate and elevate the equity-centered work of College of Marin employees. This Equity Champion Award will acknowledge staff, faculty, and administrators who demonstrate outstanding commitment, initiative, and support in advancing equity, student success, and employee engagement.*

The award aims to highlight individuals who actively contribute to creating an inclusive campus environment, align their efforts with the District's strategic equity goals, and serve as role models for culturally responsive practices. Additional details, including nomination criteria and selection processes, will be developed collaboratively to ensure transparency and community input.

Create/Grow leadership development program for existing classified employees

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

- Update:
 - *The Fall 2024 Employee Engagement Survey revealed that while 67% of employees expressed interest in promotion, only 39% saw a clear path forward. This gap underscores the importance of initiatives addressing advancement opportunities.*

A key initiative launched in Spring 2025 is the Leadership Development Program for Classified Professionals, which has attracted significant interest, selecting a cohort of 10 classified professionals for a year-long development institute, focusing on self-leadership and career advancement.

New Employees:

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

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

- Updates:
 - *The District has enhanced its onboarding experience through a refreshed New Employee Orientation, now offered during each Flex Week to ensure timely engagement with institutional values, resources, and support services. In addition, a virtual orientation is currently in development to accommodate employees hired mid-semester or those unable to attend in-person sessions.*

To further support a consistent and inclusive onboarding process, department-specific guidelines for managers is in development. These guidelines are designed to promote effective integration of new employees and will be distributed by June 30, 2025.

Ongoing Commitment to Employee Development and Support

The District remains committed to fostering a supportive and growth-oriented workplace by offering professional development opportunities to all employee groups, promoting continuous learning and equity-minded practices.

In alignment with its efforts to recruit and retain a talented and diverse workforce, the District is actively exploring additional supports and implemented resources including:

- *Workforce housing options – Under review*
- *Free bus transportation - Implemented*
- *Childcare resources – Under Review*
- *Flexible work arrangements - Implemented*

These efforts reflect the District's holistic approach to employee well-being, engagement, and success.