

**Educational Planning Committee Report**  
**Academic Year 2020-2021**  
Year 2 of the 2019-2022 Strategic Plan  
Year 2 of the 2019-2025 Educational Master Plan

**EMP Focus Area and Goal: Equity Goal 2**  
**Champions: Director of Human Resources**

[EQ Goal 2 Timeline for Implementation](#)

## **EMP 6-Year Goal and Strategic Plan 3-Year Objectives**

*Equity EMP Goal 2: 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.*

*Strategic Plan Objective E2.1: All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College*

*Strategic Plan Objective E2.2: All new employee services and programs utilize an equity-minded approach to employee support and retention.*

*Strategic Plan Objective E2.3: Evaluation tools and processes are equity minded.*

### **Action steps discussion for EQ Goal 1 from 3/15/2020**

#### **Equity in hiring practices and equity mindedness in current employees**

- Change in hiring protocols – reflecting early stages of implementing EEO Plan
- Overlapping with EEO plan and ACCJC annual report
- EEO rep will be present on all hiring committees – still defining role of EEO reps
- EEO Reps will undergo training to help recognize implicit bias and support hiring committee debriefing process.
- Development of EEP FAQ's for members on role of EEO reps.

#### **EEO Plan**

- Outlines District's commitment to EEO
- EEP Plan is currently being reviewed by the Governance Committees.
- Strives to measure degree of underrepresentation of various groups.
- EEO statement is part of the hiring application.
- Diversity statement now part of hiring application.

**Objective 2.2** - Onboarding plan for new employees to support and train in equity mindedness. This program will resume in Summer of 2021

**Objective 2.3** - Reviewing employee evaluation process and tools to allow for equity reflection.

- Hiring practices were reviewed for inclusion in ACCJC report this year.
- Revised background check
- Virtual interviews allow for a more diverse pool of applicants.

- Teaching demos allow student participation.

**COVID impact:**

- Revamp of recruitment process
- Reasonable accommodation
- New county, state and fed guidelines
- Outreach has stalled to a certain extent
- Screening Committee training
- COVID exposure/vaccine coordination
- Resources to infected employees

Are there links that you can embed above or attachments you can send to us that show evidence of these action steps? These will be included on the tracking tool. Yes, I will send the EMP presentation from March 15, 2021 attached.

What do you need to add that hasn't been captured above that you've completed this year since presentation? N/A

## **EPC Feedback 3/15/2020**

**EPC discussion:**

ETCUM lists and whether this exacerbates lack of diversity in faculty.

Has a Bay 10 pay schedule been done? Are we competitive with neighboring schools? Done previously.

Where are we with workforce housing? 2-3 yrs behind schedule

Will we continue with virtual interviews? Do we provide funds for travel? Incentives?

Title 9 Officer? Biden may overturn requirement put in by Trump.

Faculty internship process in EEO plan – may help with diversity in hiring; EPC can offer support by spreading the message about it.

## **Progress Indicators:**

*Progress Indicator E2.1: Closer alignment with Chancellor's Office EEO Multiple Methods Allocation Model.*

**Value for 20/21:**

See EMP presentation from March 15, 2021 attached.

*Progress Indicator E2.2: At the end of the first year of employment, new employees' rating of their onboarding experience positively reflects the equity-minded approaches implemented.*

**Value for 20/21:**

See EMP presentation from March 15, 2021 attached.

*Progress Indicator E2.3: The tools and process for employee evaluations allow for reflection on equity-minded practices.*

**Value for 20/21:**

See EMP presentation from March 15, 2021 attached.

**Rating of progress:**

- Red: No progress
- Yellow: Substantial progress
- Green: All action steps implemented, and objective achieved

**Strategic Plan Objective E2.1:** *Substantial progress: Action Step 1.4: is expected to be implemented by fall 2021- on track.*

**Strategic Plan Objective E2.2:** *No Progress: Expected to be completed and implemented by Spring 2022. Off track but expected to be back on track by fall 2021.*

**Strategic Plan Objective E2.3:** *Substantial progress: Expected to be completed and implemented by spring 2021 – on track.*

Where are you not on track? What will you do differently for next year / what else needs to happen?

**Performance Indicator Data for EMP 6-Year Goals:**

*Equity Goal 2 Performance Indicator #1: Faculty and staff demographics more closely match demographics of students and/or implementation of EEO practices.*

**PRIE Data for 20/21:**

Baseline / Target	Year 1 19/20	Year 2 20/21	Year 3 21/22	Year 4 22/23	Year 5 23/24	Year 6 24/25
<a href="#">Charts for Baseline Data in Year 1 Progress Report</a>	See EEO Plan, p. 23: College closed gaps in representation for Asian and multiracial students; overrepresentation of White employees dropped (22.7% to 16.3%); significant gap in Latinx representation remains (-25.9%)					

**Equity Goal 2 Performance Indicator #2:** Aggregate data from employee evaluations and/or program review indicate improvement in equity-minded practices.

PRIE Data for 20/21:

Baseline / Target	Year 1 19/20	Year 2 20/21	Year 3 21/22	Year 4 22/23	Year 5 23/24	Year 6 24/25