

#### Local CCC EEO Updates:

Members: Dr. Vern Cromartie, Evan Decker, Camille Santana

\*Available funding available

\*EEO Best Practices Fund, \$208,000 for district

\*Culturally Competent Faculty Development, \$151,000 for district

\*Priorities:

\*What needs are specific for CCC that we need to focus on for EEO

\*Identifying project and applying for funding

\*Focus on 3 attainable goals for the coming year

\*In-house recruitment for positions

\*Re-establish partnership with CSUEB for Community College Teaching Program (workshops, shadowing college courses, teaching a course)

\*Aim to include below websites to HR recruitment for open positions

#### DEEOAC Updates:

\*Requested from District which populations are considered identified special populations protected under EEO

\*Have been focusing on how we can ensure diversity on hiring panels: ethnicity, gender, sexuality

\*Required EEO Diversity Training getting a revamp by UF: hiring scenarios specific to 4CD

\*Requiring EEO representative in adjunct hiring interviews and classified interviews

\*DEEOAC Retreat happening end of Spring semester

#### Websites we would like to see added to the general recruitment process:

- SACNAS: Society of Chicanos and Native Americans in Science
- AHSIE: Alliance for Hispanic Serving Institution Educators
- COLEGAS: California Community Colleges Organizacion de Latinx
- Native Americans in Higher Education
- Diverse Issues in Higher Education
- Hispanics in Higher Education
- HACU: Hispanic Association of Colleges and Universities
- APAHE: Asian Pacific Americans in Higher Education
- A2MEND: African American Male Education Network and Development
- NCORE: National Conference on Race & Ethnicity in Higher Education
- The CoalitionCC