



## Mission Statement

Equal Employment Opportunity Advisory Committee will promote a positive educational and working environment that will foster appreciation and inclusion of the diverse population of California by:

### Charges

1. Advising, assisting, and making recommendations to the college on the implementation of a District-wide EEO plan.
2. Developing and implementing effective equal employment opportunity practices and programs at the college. This includes, but is not limited to, visibility of staff diversity and disability access.
3. Sponsoring or co-sponsoring events, training, or other activities that promote equal employment opportunity, non-discrimination, unconscious bias awareness, cultural/disability awareness, retention and diversity, and cross-cultural communication and collaboration.
4. Creating a plan to monitor all selection committees for ethnic, gender, and disability balance, and to ensure the integrity of following the requirements and the intent of the EEO process to hire a more \*diverse workforce and report the findings to the President for any necessary action (specific action if required) (see 4c and Employee Demographics).
5. Participating on the District Equal Employment Opportunity Advisory Council (DEEOAC).
6. Working with college and District leadership to provide regular annual reporting to various constituencies/forums on the status (and changes) in the diversity of CCC's workforce. (see 4cd and Employee Demographics)

### Primary Accreditation Standards Supported:

- 3.1 The institution employs qualified faculty, staff, administrators, and other personnel to support and sustain educational services and improve student success. The institution maintains appropriate policies and regularly assesses its employment practices to promote and improve equity, diversity, and mission fulfillment.
- 3.2. The institution supports its employees with professional learning opportunities aligned with the mission and institutional goals. These opportunities are regularly evaluated for overall effectiveness in promoting equitable student success and in meeting institutional and employee needs.
- 3.3. The institution evaluates its employees regularly, using clear criteria that align with professional responsibilities and reflect the institution's mission and goals.

