



**DISTRICT & COLLEGE ACTIVITIES  
DEMONSTRATING MULTIPLE MEASURES &  
ON-GOING COMMITMENT TO EEO/EMPLOYMENT DIVERSITY**

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
PRE-HIRING						
<b>Board Policy*</b>  <b>(Include web link)</b>  *Required  (Suggestion: also reference Mission Statement & resolutions as applicable. Methods to demonstrate on-going efforts in compliance with Section 53024.1 include: “Conveying commitment to diversity & inclusion in district mission statement.”)	✓				Y <sup>1</sup>  N/A	
					Y <sup>2</sup>  N/A	
					Y <sup>3</sup>  N/A	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
PRE-HIRING						
<b>EEO Advisory* Committee &amp; EEO Plan Development</b>  *Required	✓	✓	✓	Describe EEOAC configuration	Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

<b>IMPLEMENTATION</b> →	<b>Activity Supports:</b>			<b>Who</b>	<b>What/When</b>	<b>Effectiveness Metrics &amp; Review</b>
<b>MULTIPLE MEASURES</b> ↓	<b>Inclusive Work Environment</b>  (Pre/post-hiring)	<b>Building Diverse, Qualified Applicant Pools</b>  (Pre & post-hiring)	<b>Elimination of Bias in Selection Process</b>  (Hiring)			
<b>PRE-HIRING</b>						
<b>Incentives for hard-to-hire areas/disciplines.</b>  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">           Describe program or initiative here.         </div>					<b>Y<sup>1</sup></b> N/A	
					<b>Y<sup>2</sup></b> N/A	
					<b>Y<sup>3</sup></b> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
HIRING						
<p><b>Focused outreach and publications.</b></p> <div style="border: 1px solid black; background-color: #e0f2f1; padding: 10px; margin-top: 10px;"> <p>Describe program or initiative here.</p> </div>		✓			<p>Y<sup>1</sup> N/A</p> <p>Y<sup>2</sup> N/A</p> <p>Y<sup>3</sup> N/A</p>	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>HIRING</b>						
<b>Procedures for addressing diversity throughout hiring steps and levels.</b>  <div style="border: 1px solid black; background-color: #e0f0e0; padding: 10px; margin: 10px 0;">           Describe program or initiative here.         </div> <p><small>*Note: Hiring procedures are regulated separately in Title 5 and should be detailed in a separate document. EEO Plan should reference, align with and support hiring procedures, not supplant or reiterate them.</small></p>			✓		Y <sup>1</sup> N/A  Y <sup>2</sup> N/A  Y <sup>3</sup> N/A	


IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
HIRING						
<p>Consistent and ongoing training for hiring committees.</p> <div style="border: 1px solid black; background-color: #e0f0e0; padding: 10px; margin-top: 10px;"> <p>Describe program or initiative here.</p> </div>	✓	✓	✓	Include both: - Who is responsible for ensuring committees are trained; and - Who gets training	Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
POST-HIRING						
Professional development focused on diversity.  <div style="border: 1px solid black; background-color: #e0f0e0; padding: 10px; margin: 10px 0;">             Describe program or initiative here.           </div> <p>*Note: include implementation of AB 1825, Title IX and other harassment prevention training as applicable.</p>	✓				Y <sup>1</sup> N/A  Y <sup>2</sup> N/A  Y <sup>3</sup> N/A	



IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
POST-HIRING						
Diversity incorporated into criteria for employee evaluation and tenure review.  <div style="border: 1px solid black; padding: 10px; background-color: #e0f0e0; margin-top: 10px;">             Describe program or initiative here.           </div>	✓				Y <sup>1</sup> N/A  Y <sup>2</sup> N/A  Y <sup>3</sup> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

<b>IMPLEMENTATION</b> →	<b>Activity Supports:</b>			<b>Who</b>	<b>What/When</b>	<b>Effectiveness Metrics &amp; Review</b>
<b>MULTIPLE MEASURES</b> ↓	<b>Inclusive Work Environment</b>  (Pre/post-hiring)	<b>Building Diverse, Qualified Applicant Pools</b>  (Pre & post-hiring)	<b>Elimination of Bias in Selection Process</b>  (Hiring)			
<b>OTHER PROGRAMS (Title 5 53024.1)</b>						
<b>Conducting campus climate surveys &amp; using this information.</b>  <div style="border: 1px solid black; background-color: #e0f2f1; padding: 10px; margin-top: 10px;">           Describe program or initiative here.         </div>					Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Conducting exit interviews & using this information.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓	✓			Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Providing training to employees, students & trustees.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓				Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Maintain programs to support newly-hired employees.  <div style="border: 1px solid gray; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓	✓			Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Maintain updated job descriptions and job announcements.  <div style="border: 1px solid gray; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>		✓	✓		Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>OTHER PROGRAMS (Title 5 53024.1)</b>						
<p><b>Timely and thoroughly investigate all harassment &amp; discrimination complaints &amp; take appropriate corrective action in all instances where a violation is found.</b></p> <div style="border: 1px solid black; background-color: #e0f0e0; padding: 10px; margin: 10px 0;"> <p>Describe program or initiative here.</p> </div> <p><small>*Note: distinguish between the separately required complaint procedures for addressing: 1) discrimination and harassment (which supports inclusive work environments); and 2) violations of the hiring process (which supports elimination of bias).</small></p>	✓				<p>Y<sup>1</sup> N/A</p> <p>Y<sup>2</sup> N/A</p> <p>Y<sup>3</sup> N/A</p>	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
<p>Convey in publications and website the district's commitment to diversity &amp; EEO.</p> <div style="border: 1px solid black; background-color: #e0f2f1; padding: 10px; margin-top: 10px;"> <p>Describe program or initiative here.</p> </div>	✓	✓			<p>Y<sup>1</sup> N/A</p> <p>Y<sup>2</sup> N/A</p> <p>Y<sup>3</sup> N/A</p>	



**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
<p>Assess "sensitivity to diversity" of all applicants.</p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p>Describe program or initiative here.</p> </div> <p><small>*Describe mechanisms for giving meaningful consideration to applicants' demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender, sexual orientation, and ethnic backgrounds of community college students.</small></p>	✓	✓	✓		<p>Y<sup>1</sup> N/A</p> <p>Y<sup>2</sup> N/A</p> <p>Y<sup>3</sup> N/A</p>	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Providing EEO/diversity enhancement resources and assistance to other districts.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓				Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Maintaining updated curricula, texts, and/or course descriptions.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓	✓			Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Addressing diversity issues in a transparent and collaborative fashion.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓		✓		Y <sup>1</sup> N/A	
	Transparency & collaboration promote developing shared, institutional interests and inquiry.		Transparency & collaboration promote institutional inquiry, analysis and reflection.		Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
Surveying applicants who decline offers & using the information.  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;">             Describe program or initiative here.           </div>	✓	✓			Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
OTHER PROGRAMS (Title 5 53024.1)						
<p>Conducting longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline.</p> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p>Describe program or initiative here.</p> </div>	✓	✓			<p>Y<sup>1</sup> N/A</p> <p>Y<sup>2</sup> N/A</p> <p>Y<sup>3</sup> N/A</p>	Data will be used to take legally compliant actions to address areas of concern such as focused training, review of preferred quals., operational analysis of bias in process.

<b>IMPLEMENTATION</b> →	<b>Activity Supports:</b>			<b>Who</b>	<b>What/When</b>	<b>Effectiveness Metrics &amp; Review</b>
<b>MULTIPLE MEASURES</b> ↓	<b>Inclusive Work Environment</b>  (Pre/post-hiring)	<b>Building Diverse, Qualified Applicant Pools</b>  (Pre & post-hiring)	<b>Elimination of Bias in Selection Process</b>  (Hiring)			
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Recruitment efforts and strategies such as:</b> <ul style="list-style-type: none"> <li>- Use of demographic data</li> <li>- Job Fairs</li> <li>- CCC Registry</li> <li>- Relationships with external organizations &amp; colleges</li> </ul> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> Describe program or initiative here. </div>			✓		Y <sup>1</sup>  N/A	
					Y <sup>2</sup>  N/A	
					Y <sup>3</sup>  N/A	

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Continual review of recruitment efforts to identify possible underrepresentation and irrational barriers to employment.</b>  <div style="border: 1px solid black; padding: 10px; background-color: #e0f2e0;">           Describe program or initiative here.         </div>			✓		Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	



**LCW** LIEBERT CASSIDY WHITMORE

<b>IMPLEMENTATION</b> →	<b>Activity Supports:</b>			<b>Who</b>	<b>What/When</b>	<b>Effectiveness Metrics &amp; Review</b>
<b>MULTIPLE MEASURES</b> ↓	<b>Inclusive Work Environment</b>  (Pre/post-hiring)	<b>Building Diverse, Qualified Applicant Pools</b>  (Pre & post-hiring)	<b>Elimination of Bias in Selection Process</b>  (Hiring)			
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.</b>  <div style="border: 1px solid black; padding: 10px; background-color: #e0f2f1; margin-top: 10px;">           Describe program or initiative here.         </div>	✓	✓	✓		Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Professional development and leadership opportunities.</b>  <div style="border: 1px solid black; background-color: #e0f2f1; padding: 10px; margin-top: 10px;">           Describe program or initiative here.         </div>	✓	✓			Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

**LCW** LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Dedication of specified staff to EEO.</b>  Describe program or initiative here.	✓	✓	✓		Y <sup>1</sup> N/A	
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	

# LCW LIEBERT CASSIDY WHITMORE

IMPLEMENTATION →	Activity Supports:			Who	What/When	Effectiveness Metrics & Review
	Inclusive Work Environment  (Pre/post-hiring)	Building Diverse, Qualified Applicant Pools  (Pre & post-hiring)	Elimination of Bias in Selection Process  (Hiring)			
MULTIPLE MEASURES ↓						
<b>OTHER MEASURES*</b> <small>* Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.</small>						
<b>Recurring activities related to improving student access and student success.</b> <div style="border: 1px solid #ccc; background-color: #e2efda; padding: 10px; margin-top: 10px;">                     Describe program or initiative here.                 </div>	✓	✓	✓		Y <sup>1</sup>  N/A	In order to include these activities in the EEO Plan a clear link needs to be drawn between these efforts and improving employment EEO/diversity.  For example: ensuring that the KSAs to provide certain programs to students are embedded in preferred criteria, where you believe that this will give nontraditional candidates greater opportunities to be recognized as highly qualified.  In addition, as with other student-focused activities a nexus to EEO will depend on showing that these activities are highly publicized to job applicants and are part of the district/college "face" and thus become part of your recruitment efforts.
					Y <sup>2</sup>  N/A	
					Y <sup>3</sup>  N/A	

**LCW** LIEBERT CASSIDY WHITMORE

<b>IMPLEMENTATION</b> →	<b>Activity Supports:</b>			<b>Who</b>	<b>What/When</b>	<b>Effectiveness Metrics &amp; Review</b>
<b>MULTIPLE MEASURES</b> ↓	<b>Inclusive Work Environment</b>  (Pre/post-hiring)	<b>Building Diverse, Qualified Applicant Pools</b>  (Pre & post-hiring)	<b>Elimination of Bias in Selection Process</b>  (Hiring)			
<b>OTHER MEASURES*</b> * Examples included for training purposes only. Include here locally developed efforts that don't "fit" into any of the above categories.						
<b>Recurring activities that reflect curiosity, interest, celebration of cultural difference.</b>  <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> Describe program or initiative here. </div>	✓	✓	✓		Y <sup>1</sup> N/A	A nexus to EEO will depend on showing that these activities are highly publicized to job applicants and are part of the district/college "face," and thus become part of your recruitment efforts.  You may also consider including opportunities for employees to participate in creating, supporting, advising on, contributing to such activities—and making that opportunity known to applicants.
					Y <sup>2</sup> N/A	
					Y <sup>3</sup> N/A	