

## Accreditation Recommendations for Response #5

The team recommends that the college use all traditional, federally recognized Equal Employment Opportunity (EEO) ethnic categories in order to develop a comprehensive approach in describing and planning for diversity of faculty and staff at the college (Standard IIA.4).

### Recommendation 5:

The District will ensure that the traditional federally recognized EEO categories will be used in all publications in order to develop a comprehensive approach in describing the ethnic categories for faculty and staff for planning and faculty diversity.

The EEO Plan addresses diversity at the college. The traditional federally recognized EEO categories are used throughout the EEO Plan. Board Policy 7100 states the District's commitment to a diverse workforce by employing administrators, faculty, and staff members who are dedicated to student success. The District recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. The District is committed to hiring and staff development processes that support both equal opportunity and diversity, and provide equal consideration for all candidates as required in federal and state law.

The Equal Employment Opportunity plan was presented to the Board in June 23, 2008. The Equal Employment Opportunity committee is reviewing the EEO Plan and will make recommendations for change. Once the committee has updated the plan it will be forwarded to the Campus Executive Committee and then submitted for Board approval.

The recommendations in the EEO plan are outlined to address under representation. The District has approved an intern program for faculty and the Human Resources Department is working with the Academic Senate and the College Guild to insure its success. The Human Resources Department together with the Academic Senate reviews required, and desired or preferred qualifications prior to advertising vacancies to eliminate exclusionary effects to the recruitment and hiring process.