

**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 3/15/2021**

#### **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

### **EPC Feedback 3/15/2021**

#### **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 as evidence in tracking tool.

*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 as evidence in tracking tool.

*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 and evidence in tracking tool.

### **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.**

## 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
N/A						

## **EPC Use**

EPC supports the self-evaluations above for E 2.1, 2.2, and 2.3 and recommended adding in new union contract language for evaluations as evidence of progress for **E2.3**.