
Board of Trustees– First Reading

Ohlone Community College
A World Of Cultures United In Learning
Why an EEO Plan?

• Prop 209 amended the California Constitution to require that “the State shall not discriminate against, or grant preferential treatment to, any individual or group on the basis of race, sex, color, ethnicity, or national origin in the operation of public employment”

• Despite the invalidation of affirmative action programs by Prop 209, promoting diversity in the workplace remains a legal obligation for community colleges... we must strive to employ a highly diverse staff... EEO plans are therefore designed to increase diversity without targeted practices of one particular group.
The Vocabulary has changed

• Affirmative Action ➔ EEO

• Affirmative Action Hiring ➔ Diversity Hiring

• Underrepresented Groups ➔ Monitored Groups
The Concepts have changed

• Improving representation of specific underrepresented groups
to
• Creating work environments that are “diverse” in many respects (race/ethnicity, gender, religion, age, disability, sexual orientation, socio-economic status, etc.)
The Plan

• Required by the State’s Chancellor’s Office
• Complies with Title V regulations
• Helps us design our recruitment and hiring procedures to increase diversity
• Gets us focused on data – by the requirement to analyze our own workforce periodically as well as our applicant pools
• Stresses training of all who are involved in the hiring processes
This Plan is not about...

- targeted recruitments... it is about targeted “outreach” to underrepresented groups as long as these efforts are part of an inclusive recruitment process. Maximize diversity!!!

**Bottom line:** create strategies that reach “far and wide”, test to ensure that goal is achieved. If not... do it all over again.
Overall assumption of the Plan

• To be successful, community colleges must not just comply with legal mandates on diversity, we must **embrace diversity**.

• Webster’s Dictionary defines the terms as follows:
  – Embrace – “to take up willingly,” “eager acceptance”
  – Diversity – “the condition of being diverse,” “variety”
Highlights of Ohlone’s Plan

• Has been in development since 2012
• Late in submitting, but goal is to submit to CCCO by June 30, 2015 or sooner
• Introduces a new committee: EEO-CDAC to oversee and update the Plan AND more
• Focuses on Training for Screening/Interview committees and all staff
• Inclusion of our community
More highlights

• Analysis of our workforce and applicant pool
• Provides steps to take if analysis shows significant underrepresentation
• Great emphasis is placed to assist with outreach
• Adding “Campus Diversity” will help strengthen our campus environment – “we can get them here... how do we keep them”
Review process for 1st reading

• Please read with a critical eye

• Notify Dr. Browning if you have questions, concerns, suggestions

• Second reading and approval scheduled for June meeting