

Equity and Equal Employment Opportunity Advisory Committee  
Charge and Composition

The Grossmont-Cuyamaca Community College District (GCCCD) Equity and Equal Employment Opportunity Advisory Committee (EEEEOAC) assists in developing, revising, and implementing district EEO programs and plans. The committee identifies programming and recommends activities to promote diversity, equity, inclusion, accessibility, and anti-racism. The EEEEOAC works in support of the District's and the Colleges' visions, missions, and values, as well as the Board of Trustees' commitment to equitable employment practices to promote community relations in the area of diversity, and to assess the impact of institutional policies and practices on hiring and retention, with a focus on equity and inclusion.

As part of the participatory governance structure, EEEEOAC advises, provides recommendations to, and receives recommendations from the Human Resource Council (HRC).

Responsibilities:

- Assist in developing, revising, and implementing district EEO programs and plans, with an emphasis in fostering diversity and inclusion in hiring practices.
- Review Board Policies and Administrative Procedures related to Equity & EEO and make recommendations for revisions.

Key Responsibilities:

1. Guidance on the EEO Plan: Partners and provides expert advice on the formulation and revision of the district's EEO Plan to ensure it meets the objectives set forth by the California Community College Chancellor's Office and complies with state and federal EEO laws.
2. Assist in developing, revising, and implementing district hiring processes and practices related to the cycle of hiring (recruitment, interviews, onboarding, retention, promotion, etc.) with the goal of increasing employee diversity to better reflect the District's diverse student population.
3. Review EEO Plan Effectiveness: Regularly assess the effectiveness of the EEO Plan in achieving its goals and metrics, offering recommendations for improvements.

The advisory committee shall receive training on the following, but not limited to:

- (a) anti-racism;
- (b) identification and elimination of barriers in hiring;
- (c) the educational benefits of workforce diversity; and
- (d) the role of the advisory committee in carrying out the District's EEO Plan

Membership:

Vice Chancellor, Human Resources or Designee (Chair)

Director, Human Resources

Academic Senate representative, Grossmont College

Academic Senate representative, Cuyamaca College

Classified Senate representative, Grossmont College

Classified Senate representative, Cuyamaca College

Classified representative, District Services

Faculty-at-Large representative, Grossmont College

Faculty-at-Large representative, Cuyamaca College

Administrators' Association, 2 representatives

Confidential Administrators, 2 representatives

Confidential Staff representative

California School Employees Association, Chapter 707, representative

American Federation of Teachers Guild representative

\*Student representative, Grossmont College

\*Student representative, Cuyamaca College

\*\*Ex Officio/Resource Personnel, as needed/appropriate

\* Associated Student Government appointee

(\*Results in 2 HR, 4 Management, 5 Faculty, 5 Classified, and 2 Students)