



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

District Name: _____

Does the District meet Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year) (All mandatory for funding).

- Yes
- No

The district met at least 6 of the remaining 8 Multiple Methods? (Please mark your answers.)

- Yes
 - Method 2 (Board policies and adopted resolutions)
 - Method 3 (Incentives for hard-to-hire areas/disciplines)
 - Method 4 (Focused outreach and publications)
 - Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
 - Method 6 (Consistent and ongoing training for hiring committees)
 - Method 7 (Professional development focused on diversity)
 - Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
 - Method 9 (Grow-Your-Own programs)
- No

I CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda showing district EEO Advisory Committee's certification of this report form.

Chair, Equal Employment Opportunity Advisory Committee

Name: _____ Title: _____

Signature: _____ Date: _____

Chief Human Resources Officer

Name: _____ Title: _____

Signature: _____ Date: _____

Chief Executive Officer (Chancellor or President/Superintendent)

Name: _____ Title: _____

Signature: _____ Date: _____

President/Chair, District Board of Trustees

Date of governing board's approval/certification: _____

Name: _____ Title: ***President/Chair, Board of Trustees***

Signature: _____ Date: _____



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 Multiple Methods.

When providing explanation(s) and evidence of your district’s success in implementing the Multiple Methods, please keep narrative to no more than one page per Multiple Method. If you reference an attachment, please ensure it is attached to your submittal.

Nine (9) Multiple Methods

Mandatory for Funding

1. District’s EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

Pre-Hiring

2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

Does District meet Multiple Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)?

- Yes**
- No**

Under the Multiple Method allocation model, districts must minimally have an operational district EEO Advisory Committee, and an updated EEO Plan. Additionally, districts are required to annually report on the use of EEO funds.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor’s Office. (Title 5, section 53003).
- EEO Plans are considered active for three years from the date of when the district’s Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, section 53005).
- The districts are required to annually submit a report on the use of Equal Employment Opportunity funds. (Title 5, section 53034).



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

Please provide an explanation and evidence of meeting this Multiple Method, #1.

Multiple Method #1



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

To receive funding for this year's allocation amount, districts are also required to meet 6 of the remaining 8 Multiple Methods.

Does the District meet Method #2 (Board policies and adopted resolutions)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #2.

Multiple Method #2



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

Does the District meet Method #3 (Incentives for hard-to-hire areas/disciplines)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #3.

Multiple Method #3



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

Does the District meet Method #4 (Focused outreach and publications)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #4.

Multiple Method #4



Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #5.

Multiple Method #5



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

Does the District meet Method #6 (Consistent and ongoing training for hiring committees)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #6.

Multiple Method #6



Does the District meet Method #7 (Professional development focused on diversity)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #7.

Multiple Method #7



Does the District meet Method #8 (Diversity incorporated into criteria for employee evaluation and tenure review)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #8.

Multiple Method #8



Does the District meet Method #9 (Grow-Your-Own programs)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #9.

Multiple Method #9

Continued - Does the District meet Method #7 (Professional development focused on diversity)?

Chabot College was awarded a Title III Asian American and Native American Pacific Islander- Serving Institution (AANAPISI) Program Grant from the U.S. Department of Education. The new program will address multiple barriers to success that are not only academic, but meet the needs of the whole individual.

Las Positas College:

The Las Positas College President's Speaker Series is open to the entire District community. Speakers include: Chloe Davis, author of *The Queens' English*, *The Dictionary for LGBTQIA+ Lingo and Colloquial Phrases*, Dr. Maisha Beasley – *An Introduction to Self-Care for Educators Through a DEI Lens*, Dr. Laura Rendon – *Fostering an Equitable and Just Education for Community College Students*, and additional upcoming events.

The President's Advisory Council on Race and Equity was established to support one of the five goals identified in LPC's Educational Master Plan: To ensure excellence in student learning by prioritizing equity and antiracism. "This council serves in an advisory role to the president to make recommendations for action to build upon and enhance equity and inclusion for students and employees at LPC."

Additional professional development opportunities have included: Fall Flex - Student Panel: Making LPC a Safe Space for LGBTQ+ Students, Linguistic Justice in Action; Spring Flex - A Conversation about AAPI Students, Student Life Starts in the Classrooms – Keynote, Making Your Canvas Course Site ADA-Compliant, Disabled Student Programs & Services Information and Support, Using Data to Guide Student Success Teams, Using Pronto, RAW, and Smart Shops to Increase Student Success, How to Be an Anti-Ableist Educator. Classified professionals will also be engaged this year with Caring Campus, geared towards making students feel welcome, and will incorporate diversity and equity professional development opportunities.