



Regular Meeting September 23, 2026
3-4 p.m.
[Via Zoom](#)

AGENDA

1. Minutes
 - a. Review April 9, 2026 - Meeting Minutes
2. EEO Plan – First-Year Goals
 - a. Pre-hiring
 - i. Revise Job Descriptions
 - ii. Interview Strategies & Training
 - b. Hiring Strategies
 - i. Diversity Supplemental Question
 - c. Post-hiring strategies
 - i. Equity Centered Performance Evaluation
 - ii. Employee Resource & Affinity Groups
 - iii. Recognize Employee Identities
3. Upcoming Meeting
 - a. TBD

If you wish to attend the meeting and you have another disability requiring special accommodation, please notify Eva Brown at 760.795.6829. The California Relay Service (CRS) is available by dialing 711, or 1-800-735-2929 or 1-800-735-2922.

EEOAC Committee Charge

- Assist the district in implementing its EEO Plan.
- Assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures.
- Coordinate with other groups on campus to sponsor events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention, and diversity.
- Review and advise on recruitment efforts, job announcements, interview protocols, retention efforts, and other aspects of the hiring, retention, and promotion processes that impact the district's ability to attract and retain a diverse faculty and staff
- Advise on implementing the district's obligation to hire faculty and administrators with a demonstrated sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students
- Promote communication with community groups and organizations for people with disabilities
- Promote hiring of faculty who have themselves graduated from a community college
- Develop communications among departments to foster understandings of the EEO Plan
- Advise the superintendent/president regarding special training or staff development needs
- Review the EEO Plan, monitor its progress and recommend changes
- Review and approve the annual written report to the superintendent/president, the Board of Trustees, and the California Community Colleges Chancellor's Office.