

**Equal Employment Opportunity Fund Multiple Method Allocation Model  
Certification Form, Fiscal Year 2017-2018**

District Name: San Diego Community College District

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: Johanna Palkowitz Title: Equal Opportunity & Diversity Officer

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

***Chief Human Resources Officer***

Name: Will Surbrook Title: Vice Chancellor Human Resources

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

***Chief Executive Officer (Chancellor or President/Superintendent)***

Name: Constance M. Carroll, Ph.D. Title: Chancellor

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

***President/Chair, District Board of Trustees***

***Date of governing board's approval/certification: \_\_\_\_\_, 2018***

Name: Maria Nieto Senour, Ph.D. Title: President/Chair, Board of Trustees

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Date Due at the Chancellor's Office: June 1, 2018**  
Return to: Leslie LeBlanc [lleblanc@cccco.edu](mailto:lleblanc@cccco.edu); Office of the General Counsel  
California Community Colleges; 1102 Q Street, Ste. 4400, Sacramento, CA 95811

# Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

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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).

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

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

The District established the Equal Employment Opportunity Advisory Committee with a diverse membership, including members of faculty and classified staff from the San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego Continuing Education, and the District Office, as required under section 52003, to assist with developing and implementing the District's EEO Plan.

San Diego Community College District (District) Board of Trustees (Board) first adopted its district-wide written Equal Employment Opportunity (EEO) Plan, pursuant to section 53003(a), on August 9, 2010. The District's most recent EEO Plan was adopted on June 8, 2017, and is in effect through June 8, 2020. The District's 2017-2020 EEO Plan contains the first longitudinal analysis comparing 2013 to 2016 District Workforce and 2013 to 2016 District Applicant Pool. The Plan may be viewed on the District's website at the following link: <http://hr.sdccd.edu/docs/ceo/EEO%20Plan.pdf>.

The District has also established a Campus Diversity Advisory Council (CDAC) as a component of the District's Diversity Program. In March 2016 the District Office, District Service Center, and College Police developed the District Committee for Community, Inclusion and Diversity (DCCID) to promote diversity and cultural competency through the District offices.

The purpose of the CDAC is to develop ways for the San Diego City College, San Diego Mesa College, San Diego Miramar College, San Diego Continuing Education, and DCCID to advance diversity, cultural competency and inclusion *via* campus events and training/workshops, as well as to track the colleges', Continuing Education's and DCCID's activity and development in the areas of diversity and cultural competency. In addition, each college, Continuing Education and DCCID, has its own diversity committee that is chaired by its President (or his/her designee) and charged with advancing the campus' diversity and cultural competency. Each committee has a mission statement and provides workshops, discussion panels, and lectures throughout the year.

The following are the summaries and links to the diversity committee on each of the campus:

### **San Diego City College:**

<http://www.sdcity.edu/diversity>

The San Diego City Diversity Committee co-sponsored Black History Month events for the student UMOJA Club February 2018: UMOJA Day of the Arts and Black History Month Finale. The Day of Arts involved a community gathering in the open quad with displays of cultural art, history, and expression. The festive event included several presenters, such as the community award winning spoken word poet Natasha Hooper and Mestre Prete Velho's Capoeira Martial Arts Dancers. Students and instructors participated in open mic poetry, singing, dancing, and learning the principles of UMOJA. The Black History Month Finale opened the campus to approximately 100 high school students featuring community leader and social activist Laila Aziz, as keynote speaker, and included breakout sessions.

In addition, the diversity committee was able to co-sponsor Breakout Session for the San Diego City College 4<sup>th</sup> Annual Social Justice and Education Conference on March 20-22, 2018, in conjunction with the student group Visionary Feminists on the LGBTQ and Chicano community. The conference theme is Beyond Borders: *Dismantling Barriers, Building Bridges*. The committee participates in the conference and has a member on the planning committee. The conference covers a broad range of topics from food security, racial stress and trauma, immigration and DACA, sexual harassment and rape culture, and street activism and art.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

The committee had the opportunity of hosting film showings and discussions related to the civil rights movement and student activism during February and April 2018, with an emphasis on important voices in the movements. Promotions encouraged additional research on the topics and the highlighted leaders through online links. The film showings also include collaboration with learning community courses.

The committee increased the support and number of committee members including staff, students, and faculty with attendance to National Conference on Race and Ethnicity in American Higher Education (NCORE) on May 29-June 2, 2018. The committee plans to hold a workshop after the conference, so that attendees and a faculty member who presents at the conference can give insight on their experiences and research.

Collaborating with students and instructors from the graphic design department on a branding campaign is planned for the diversity committee to give students the opportunity to showcase their career building skills in presenting and pitching to potential clients. The spring 2018 project allows students to build portfolios and become more connected to the campus mission and history while assisting programs to reinvigorate ties to the community and achieve outreach and equity goals.

There is a planned annual student forum for May 2018, which be a roundtable focusing on student issues and concerns that were gathered through of variety of research formats over the past academic year with Associated Students Government. During fall 2017, the committee met with the Research and Planning Analyst from the campus Office of Institutional Effectiveness to gain assistance on future data collection and use of existing data to enhance the student the forum and other projects.

Some campus groups that the committee and its members continue to support and represent are as follows: Student Equity Task Force & Work Group, 4<sup>th</sup> Annual Social Justice Conference, 13<sup>th</sup> Annual Student Project & Research Symposium, Professional Development, and World Cultures Committee.

### **San Diego Mesa College:**

<http://www.sdmesa.edu/about-mesa/current-initiatives/diversity/diversity-committee.shtml>

The Committee for Diversity Action, Inclusion & Equity (CDAIE) at San Diego Mesa College has continued its work to lead and support culturally affirming activities that improve equitable practices on our campus. Each semester CDAIE offers SafeZone trainings (We have now trained over 100 faculty, staff and students in SafeZones), trainings in cultural competency, and difficult discussions on race via sessions known as "Courageous Campus Conversations." CDAIE hosted sixteen different workshops, panels, films or discussions for our Annual Cultural Unity Week/Festival of Colors. We host an Annual Student Diversity Luncheon, which brings together students from all walks of life to share food, games and cultural practices. Other events CDAIE has sponsored this year include, Real Talk: Black Male Student Panel Discussions, Black Lives Matter Discussions, Black History Month, Women's History Month, Hispanic Heritage Month, and Asian Pacific Islander Heritage Month activities. Event evaluations demonstrate these activities build community and broaden attendees' understanding of different cultures.

This year, CDAIE represented Mesa College at several community, statewide and national events including the Annual Pride Parade, the Martin Luther King, Jr. Parade, the UMOJA Conference, the Annual Diversity & Inclusion Conference and the LGBTQ+ Conference at UC Riverside. Members of the committee will be in attendance at NCORE again this year. This spring, CDAIE will host the first "Deaf Celebration Day," commemorating the 30<sup>th</sup> anniversary of the Gallaudet University Deaf President Now movement and to inform the campus community about matters important to the Deaf Community.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

CDAIE members are students, faculty, staff and community representatives who work together with the Black Studies Department, the Chicano Studies Department, the PUENTE Program, the UMOJA Program, the Committee for Student Success and Equity, the Associated Students and collaboratively with SDSU to provide relevant, educational and inspirational activities celebrating diversity, equity and inclusion.

### **San Diego Miramar College:**

<http://www.sdmiramar.edu/campus/governance/committees/diec>

The San Diego Miramar College Diversity and International Education Committee (DIEC) began as a taskforce and later became a full committee. Miramar College was the first campus within the San Diego Community College District to establish such a committee. The DIEC organizes events that expose students to multicultural themes such as individual reflections, travel experiences, literature, history, and Civil Rights. We strive to attract to and to inspire students, faculty, counselors, and classified professionals, and other members of our community to attend our events that serve to expand cultural knowledge. One of the committee's goals for this year is to establish a Multicultural/Diversity Center on the campus. The DIEC Committee has allocated committee funds for the center and is currently seeking other campus funding and an appropriate space on campus.

The goals of the Miramar College DIEC Committee include, but are not limited to:

Goal 1: Promoting, recruiting, and increasing diversity of faculty and classified staff to reflect the composition of the student population and the surrounding community.

Goal 2: Fostering an open and inclusive culture on campus with regard to diversity in the workplace which includes recognition, respect, and celebration of the diverse languages, perspectives, and experiences that comprises the Miramar College community.

Goal 3: Enhance the college experience for students and the community by providing student-centered programs, services, and activities that celebrate diversity and sustainable practices, such as campus events for the following: Asian Pacific American Heritage Month (May, 2017); Latino Heritage Month (September 2017); Filipino American History Month (and Domestic Violence Awareness Month) (October 2017); International Education (International Related Events - November, 2017); Black History Month (February, 2018); Women's History Month & International Women's Day (March, 2018); Civil Rights Film Festival: films with diverse Civil Rights themes. April 14, 2018, Lunch included – Films & details: TBA; Yom HaShoah (Holocaust Memorial/Remembrance Day): Denial, film to remember the Holocaust TBA; Asian Pacific American Heritage Month (May, 2018) (Planned or Discussed); Lee Mun Wah- Diversity Awareness Workshop; Debra Kawahara, Ph.D. - Presentation on Japanese Internment; and Culture Night – May 11.

Goal 4: Offering and promoting program, outreach, and student activities that recruit a student population, which includes those from underrepresented groups.

Goal 5: Working with community partners to demonstrate and promote the inclusive and diverse character of an education at Miramar College.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

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### **San Diego Continuing Education:**

<http://www.sdce.edu/organization/governance/diversity-committee>

The San Diego Continuing Education (SDCE) Diversity Advisory Sub-committee has met monthly. The emphasis of these meetings has been to initiate programs and provide resources that educate while continually increase the understanding and awareness of social justice, remove barriers for historically underrepresented groups, improve cross-cultural relations and contribute to a campus climate that is safe and welcoming for everyone in SDCE. This year the committee has been able to fund initiatives through the SDCE Multiple Methods Allocation, such as the SDCE Diversity Committee Fall and Spring Semester Book Clubs and the opportunity for a group of 5 faculty and counselors to attend the National Conference on Race Education, 2018.

The SDCE has also been able to: provide institutional professional growth opportunities through weekly diversity education; increase student participation on the SDCE Diversity Committee; and hold, participate in and support various student, faculty, administration and staff activities and celebrations commemorating groups or people who have been recognized for advancing, educating and improving the diverse lives of others by: Rising to Success Convocation Speakers and professional development opportunities with a focus on poverty, equity and access in education at Fall and Spring Semester Convocations; Hispanic/Latino Heritage Month poster sessions and events; Dia de los Muertos poster sessions and events; Rising to Success Veteran's Day event; Student forums on "Knowing Your Rights," Immigration Information and support from ACLU (American Civil Liberties Union), Anti-defamation League, IRC (International Rescue Commission and Casa Cornelia; Holiday Food and Clothing Drive; Marching in the Martin Luther King Parade. Constructing the first place float through and with the SDCE welding department students; Black History Month Events; Celebrations of the Lunar New Year; Women and Family Resource Fair; Women's History Month poster sessions and events; National Developmental Disabilities Awareness Month events; Diversity Awareness Month poster sessions and events; National Reentry Week; Asian/Pacific American Heritage Month; Harvey Milk Day; and marching in the San Diego Pride Parade Constructing a float through and with the SDCE welding department students.

### **District Office, District Service Center, College Police:**

During fiscal year 2017-2018, the District Committee for Community, Inclusion, and Diversity (DCCID) has continued its mission to increase awareness and understanding at the District level by hosting cultural events at the administrative offices. Included, was an event for National Disability Employment Awareness Month, which featured a former San Diego Continuing Education and current Mesa College student who lives with Autism and has excelled through education and music. This event was the epitome of the DCCID's mission, as it not only successfully promoted inclusion and diversity, but also put into perspective the role that all members of the San Diego Community College District play in its diverse community. Committee members also participated in the annual San Diego Pride and Martin Luther King, Jr. parades.

The DCCID held a recruitment event in November 2017 to inform and engage employees of the District Service Center, College Police, and Facilities Management on DCCID's vision and goals. The purpose of this event was to gain and include members from different departments to join our meetings and work together to plan future learning events.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

In addition to cultural and recruitment events, the DCCID has scheduled a workshop series from February through April 2018, which will provide the opportunity for up to 25 participants to earn a Professional Certificate in Cultural Competence for Educators. The Cultural Competence Certificate for Educators workshops are designed to help educational professionals including staff, faculty, and administrators, work toward cultural proficiency by acquiring the skills and language to engage students and their families in communities of learning.

The DCCID is also currently planning monthly lunch and learn activities on topics related to diversity and inclusion, which will begin this summer.

### **Equal Employment Opportunity Fund, District Expenditure Report:**

Each year the District files with the California State Chancellor's Office an Expenditure/Performance Report. Attached, hereto is a copy of Equal Employment Opportunity Fund, District Expenditure Report, Fiscal Year 2016-2017.

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

Pursuant to section 53024.1(k), the District's shared vision states that the District is a multicultural institution with diverse colleges that come together as one with shared values and a shared vision of the future in the educational setting, with the twin ideals of access and excellence. The District carries out its mission and vision by responding to the unique needs of the local communities and student populations. The mission statement and shared vision can be found at the following link: <https://www.sdccd.edu/about/mission-and-goals.aspx>.

Pursuant to sections 53024.1(k) and 53024.1(o), Board Policy 7100 Commitment to Diversity shows that the Board is committed to hiring and staff development processes that support the District's goals of equal opportunity, diversity, cultural competency, and equal consideration of all qualified candidates. The policy further recognizes that "diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students." Board Policy 7100 can be found at the following link: <https://www.sdccd.edu/docs/District/policies/Human%20Resources/BP%207100.pdf>.

In addition, pursuant to sections 53000, in 2016, the District adopted Board Policy 3420 Equal Employment Opportunity in which the Board supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program. Board Policy 3420 can be found at the following link: <https://www.sdccd.edu/docs/District/policies/General%20Institution/BP%203420.pdf>.

**Equal Employment Opportunity Fund Multiple Method Allocation Model  
Certification Form, Fiscal Year 2017-2018**

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**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.

The Human Resources Employment Office provides a comprehensive advertising campaign for each of the District's recruitments, with the goal of obtaining a diverse applicant pool. The selection of standard advertising sources is reviewed regularly against District data, as well as the statistics collected by the contracted advertising broker. Additionally, the need for specific niche advertising is assessed per job posting. This overall information is balanced against the District's Equal Employment Opportunity & Diversity reporting for new hires to determine if adjustments to outreach efforts are necessary during the year.

Pursuant to section 53024(q) since 2013, the District conducts a longitudinal analysis under the EEO Plan to monitor the applicants and the District employees. The Plan can be viewed on the District's website at the following link: <http://hr.sdccd.edu/docs/eoo/EEO%20Plan.pdf>.

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

- Yes**  
 **No**

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

Pursuant to section 53024.1(a), the District conducts surveys of campus climate on a yearly basis. The department of Institutional Research and Planning reports campus climate via Facts on File. The Facts on File can be found at the following link: <https://www.sdccd.edu/about/departments-and-offices/student-services-department/institutional-research-and-planning/research-reports/facts-on-file.aspx>.

Pursuant to section 53024.1(k), the District's shared vision states that the District is a multicultural institution with diverse colleges that come together as one with shared values and a shared vision of the future in the educational setting. The mission statement and shared vision can be found at the following link: <https://www.sdccd.edu/about/mission-and-goals.aspx>.

The District's commitment to diversity and inclusion is further codified in Board Policy 7100 Commitment to Diversity which provides: "The Board further recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students." Board Policy 7100 can be found at the following link: <https://www.sdccd.edu/docs/District/policies/Human%20Resources/BP%207100.pdf>.



## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

Pursuant to section 53024.1(j), the District's publications and website convey its diversity and commitment to equal employment opportunity. The Equal Employment Opportunity and Diversity Office's webpage can be found at the following link: <http://hr.sdccd.edu/eo/eoindex.cfm> In addition, information regarding the District's diversity committees on each campus and their activities can be found at the following links:

**San Diego City College:**

<http://www.sdccity.edu/diversity>

**San Diego Mesa College:**

<http://www.sdmesa.edu/about-mesa/current-initiatives/diversity/diversity-committee.shtml>

**San Diego Miramar College:**

<http://www.sdmiramar.edu/campus/governance/committees/diec>

**San Diego Continuing Education:**

<http://www.sdce.edu/organization/governance/diversity-committee>

Annually the Employment Department provides District representation, materials, and networking for attendees at various job fairs in the Southern California region, among which include:

- Honor a Hero – Hire a Vet (over 650 job seekers)
- Jobtoberfest (over 1,000 job seekers)
- CCC Registry Job Fair (over 920 job seekers)
- Miramar College Job Fair (no. of attendees unknown)
- SDCCD-specific Hiring Fair – scheduled for 4/27/18

### 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.

Pursuant to section 53022 and 53024.1(l) when the District posts a job opening, under "Posting Information" the following is listed as a minimum qualification:

**Commitment to  
Diversity:**

All applicants must have demonstrated cultural competency, sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students and staff.

The Commitment to Diversity may be found on any job posting for the District at the following link: <https://www.sdccdjobs.com/> In addition, each applicant is asked a question at the paper screening and during the interview stages regarding the applicant's sensitivity to diversity and cultural competency. Thus, this criterion is scored by the screening committee at both the paper screening and interview stages of the hiring process.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

All questions asked of the applicant are reviewed in advance by the Site Compliance Officers, to ensure that they meet Equal Employment Opportunity standards and include inquiry into the applicants' sensitivity to diversity and cultural competency.

After initial paper screening of the applications, the committee recommends a list of persons to be interviewed for the position. The applicants scoring above the cut off score in the application screening are listed on the Interview Selection Summary (ISS). The ISS is then provided to the Equal Opportunity and Diversity Office for completion of an Adverse Impact Analysis (AIA). This report lists the ethnicity, gender, and disability status of the candidates in the interview pool, to the extent that the candidates chose to disclose this information on a confidential form in the application process. (This form is not accessible to any of the committee members.) The AIA does not identify the specific ethnicity, gender or disability status of any particular candidate, but rather the diversity of the pool as a whole. The AIA is then submitted, along with the ISS, to the appropriate Cabinet Member for review and approval.

Pursuant to section 53024.1(h), the District timely and thoroughly investigates all complaints filed under this chapter, and all harassment and discrimination complaints filed under subchapter 5 (commencing with section 59300) of chapter 10 of this division, and takes appropriate corrective action in all instances where a violation is found. See, District Board Policy 3410, 3430 and Administrative Procedure 3435 at the following links:  
<https://www.sdccd.edu/docs/District/policies/District%20Governance/BP%203410.pdf>  
<https://www.sdccd.edu/docs/District/policies/District%20Governance/BP%203430.pdf>  
<https://www.sdccd.edu/docs/District/procedures/District%20Governance/AP%203435.pdf>

### 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.

Pursuant to section 53024.1(c), the District requires every person who serves on a screening committee for the District to successfully complete the District's Equal Employment Opportunity & Diversity Training. Requiring all parties be trained on the screening committee provides all committee members information and training regarding the law, regulations, elimination of biases in hiring, and cultural competency. The four-hour training is required every three years.

The comprehensive Equal Employment Opportunity & Diversity training, which exceeds current state and federal law requirements, has been offered eighteen (18) times during 2017. There are nine (9) trainings scheduled for Spring 2018. The District has over 1,100 individuals who are trained and currently certified to participate in screening committees to ensure fair and equal employment opportunity and hiring process. Current Equal Employment Opportunity & Diversity training can be found at the following link:  
<http://hr.sdccd.edu/docs/eoo/UPCOMING%20EEO%20TRAINING.pdf>

Pursuant to section 53024.1(i), the District timely complies with the requirements of Government Code section 12950.1 (Stats. 2004, ch933 [AB1825]), regarding sexual harassment training. This two-hour training is required of all managers and supervisors every two years. The Employment and Professional Development department monitors the training to ensure that managers and supervisors are up-to-date with the training, which is provided through Keenan safecolleges at the following link: <http://sdccd.keenan.safecolleges.com/>.

**Equal Employment Opportunity Fund Multiple Method Allocation Model  
Certification Form, Fiscal Year 2017-2018**

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**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.

Pursuant to section 53024.1(e), the District continues to make excellent progress in providing leadership and training in the area of Cultural Competency.

The Campus Diversity Advisory Committee also meets regularly and its members actively work with the diversity committees at the colleges and Continuing Education to enhance professional development, foster a climate of inclusion, and promote cultural competency. The District and District Service Center are in the developmental stages of forming a diversity committee in which their focus will be on cultural competency and inclusion.

The District offers a series of Leadership Development Academies for classified staff, supervisors, managers, and faculty. The Faculty Leadership Development Academy (FLDA) dedicates one module specifically to diversity training. A Management Leadership Development Academy (MLDA) is being offered in Spring 2018 with attendees who have previously received diversity training and applies that insight in their current leadership roles.

**SDCCD Faculty Leadership Development Academy (FLDA) conducted in Spring 2017:**

**Module 5 – Friday, 4/07/17, 8:00 – 1:00, CE Cesar Chavez, Room 101**

- ◊ 1 hr CE Overview & Vice President Perspective – VPSS
- ◊ 4 hr Diversity & Inclusion – Sheryl White
- Recognize generational and cultural differences & the benefits
- Consider what “diversity” exists in the workplace?
- Expand understanding of Cultural Competency
- Contemplate Intergenerational Differences
- Practice Inclusion
- Acquire tips and tools to effectively optimize differences

**SDCCD Management Leadership Development Academy (MLDA) conducted in Spring 2018:**

Although not a separate module, the subjects of diversity, inclusion and cultural competency are threaded throughout the eight modules and two, full-day intensive sessions. Most of the participants are graduates of either the Supervisory Leadership Development Academy (SLDA) or the Faculty Leadership Development Academy (FLDA), at which time a specific module provided additional emphasis on these topics.

**Employment Relations Consortium (ERC)**

The District is also a member of the Employment Relations Consortium (ERC) which hosts monthly videoconferences on a number of topics relevant to California Community Colleges. All SDCCD managers and supervisors are invited to attend, as well as any non-management/non-supervisory employees who work in a position or department that would benefit from the subject matter outlined by the law firm that presents the material. Approximately every other year, the law firm hosts an in-depth conference on the subject of diversity in the workforce.

**Equal Employment Opportunity Fund Multiple Method Allocation Model  
Certification Form, Fiscal Year 2017-2018**

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**January 19, 2018 – “Hiring the Best While Developing Diversity in the Workforce: Legal Requirements and Best Practices for Screening Committees”**

*Date:* Friday, January 19, 2018

*Time:* 9:00 a.m. - 12:00 p.m.

*Location:* SDCCD District Office

3375 Camino Del Rio South, San Diego, CA 92108 - Room 375

**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.

Pursuant to section 53024(q), since 2013, the District’s EEO Advisory Committee has updated the District’s EEO Plan for 2017-2020. The District’s 2017-2020 EEO Plan contains the first longitudinal analysis comparing 2013 to 2016 District Workforce and 2013 to 2016 District Applicant Pool. The current Plan can be viewed on the District’s website at the following link: <http://hr.sdccd.edu/docs/eo/EEO%20Plan.pdf>.

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

**Yes**

**No**

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

The District offers a series of Leadership Development Academies for classified staff, supervisors, managers, and faculty. The current schedule is as follows: Management Faculty Leadership Development Academy (FLDA) conducted in Spring 2017, and the Management Leadership Development Academy (MLDA) is currently being conducted in Spring 2018. Each Academy includes a diversity awareness component. For example, the FLDA that concluded in 2017 offered the following:

- Module 5 – Friday, 4/07/17, 8:00 – 1:00, CE Cesar Chavez, Room 101
  - ◇ 1 hr CE Overview & Vice President Perspective – VPSS
  - ◇ 4 hr Diversity & Inclusion – Sheryl White
    - o Recognize generational and cultural differences & the benefits
    - o Consider what “diversity” exists in the workplace?
    - o Expand understanding of Cultural Competency
    - o Contemplate Intergenerational Differences
    - o Practice Inclusion
    - o Acquire tips and tools to effectively optimize differences

The Classified Leadership Development Academy (CLDA) has been offered six years.

## Equal Employment Opportunity Fund Multiple Method Allocation Model Certification Form, Fiscal Year 2017-2018

Furthermore, the Supervisory Leadership Development Academy (SLDA) threads the topic of diversity, inclusion and cultural competency within the group discussions and has hosted a panel discussion about intergenerational differences.

The Management Leadership Development Academy (MLDA) is being held in Spring 2018. Although not a separate module, the MLDA includes the subjects of diversity, inclusion and cultural competency threaded throughout the eight modules and two, full-day intensive sessions. Most of the participants are graduates of either the Supervisory Leadership Development Academy (SLDA) or the Faculty Leadership Development Academy (FLDA), at which time a specific module provided additional emphasis on these topics.

The program also provides an ongoing mentorship opportunity for graduates of the Leadership Academies. The Leadership Academies webpage can be found at the following link:  
<http://hr.sdccd.edu/epd/academies.cfm>.

The District is also a member of the Southern California Community College Districts Employment Relations Consortium, which hosts monthly videoconferences on a number of topics relevant to California Community Colleges. All District managers, supervisors, and faculty are invited to attend, as well as any non-management/non-supervisory employees who work in a position or department that would benefit from the subject matter. Approximately every other year, the Consortium hosts an in-depth conference on the subject of diversity in the workforce.

For example, the following Videoconference was offered:

**Live Videoconference by Liebert Cassidy Whitmore sponsored by the Southern California Employment Relations Consortium:**

January 19, 2018– “Hiring the Best While Developing Diversity in the Workplace: Legal Requirements and Best Practices for Screening Committees”

Date: Friday, November 18, 2016

Time: 8:30 a.m. - 2:30 p.m.

Location: North Orange County CCD (Live training only)

Audience: Human Resources, Academic Affairs, Risk Management, Deans, Vice Presidents and Presidents.