

Charge and Membership

<p>Name of Committee or Task Force</p>	<p>Faculty and Staff Equal Opportunity Committee</p>
<p>Purpose</p>	<p>The purpose of the Faculty and Staff Equal Opportunity Committee is to ensure every aspect of personnel policy, practice and guidelines advance the mission of inclusion through a continuing program of equal employment opportunity and non-discrimination. The District’s Faculty and Staff Equal Opportunity Committee serves in an advisory role regarding the development and implementation of the District’s EEO Plan as well as staff equity initiatives.</p>
<p>Function</p>	<p>The Faculty and Staff Equal Opportunity Committee shall function as the District’s Equal Employment Opportunity Advisory Committee as required by Title 5, Section 53005. The Committee’s role shall include the following:</p> <ul style="list-style-type: none"> a) 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; b) Advise on implementing the District’s obligation to hire faculty and staff with a demonstrated sensitivity to, and understanding of, the diverse academic, socioeconomic, cultural, disability , ethnic backgrounds, sexual orientation and gender identity of community college students; c) Advise, develop, and implement special training or professional development needs as it relates to equal employment opportunity, non-discrimination, and staff diversity; d) Foster campus-wide understanding and support of the Plan; e) Review and monitor the EEO Plan’s progress; f) Provide recommendations for Plan improvements and revisions g) Reviewing and advising of all policies and procedures related to Equal Employment Opportunity;
<p>Annual Timeline of Outputs</p>	<p>Annual fall report on the EEO Strategic Plan and applicant/employee hiring diversity statistics to the Board of Trustees.</p>
<p>Reporting</p>	<p>The Committee will provide an annual report to the College Planning Council, the Academic Senate, the Classified Senate and the Board of Trustees. The Committee reports directly to the College Planning Council.</p>
<p>Membership</p>	<p>Tri Chairs: Vice President of Human Resources or designee Faculty Tri-Chair appointed by Academic Senate Classified Tri-Chair appointed by Classified Senate</p>

	<p>Membership:</p> <ul style="list-style-type: none"> 2 Faculty appointed by Academic Senate 1 Part-Time Faculty appointed by CHI 2 Classified appointed by AFT 1 Classified appointed by Classified Senate 2 Administrators - One from Student Services and One from Academic Affairs 1 Manager/supervisor 1 Confidential Employee 2 students appointed by ASB Associate Vice President of Human Resources (EEO Officer) Executive Director of Classified Human Resources Human Resources Manager Faculty Professional Development Coordinator Equity Representative (LBCCFA) <p>Appointed faculty serve a three-year term limit that is renewable for a second term. Appointed classified staff by the Classified Senate serve a three-year term limit that is renewable for a second term.</p>
<p>Meeting Frequency and Schedule</p>	<p>The Faculty and Staff Equal Opportunity Committee shall hold a minimum of four (4) meetings per semester on the third Wednesday of each month from 1:00pm-3:00pm, with additional meetings if needed to review EEO and diversity efforts, programs, policies, and progress.</p>
<p>Other</p>	<p>The committee shall include a diverse membership. A substantial good faith effort to maintain a diverse membership is expected.</p> <p>Ref: Title 5, Section 53005</p>