



# New Equal Employment Opportunity Plan Updates

PRESENTED BY:

NEKODA HARRIS, EXECUTIVE DIRECTOR OF HUMAN RESOURCES

ADMINISTRATORS/CO-CHAIRS

DR. STORMY MILLER SABIA, DIRECTOR OF STUDENT SERVICES STUDENT ACCESSIBILITY

SERVICES/PSYCHOLOGICAL SERVICES

LAUREN SERVAIS, DEAN OF ARTS & HUMANITIES

COLLEGE OF  
**MARIN**



Institutional commitment

Active steps

Creating a work environment

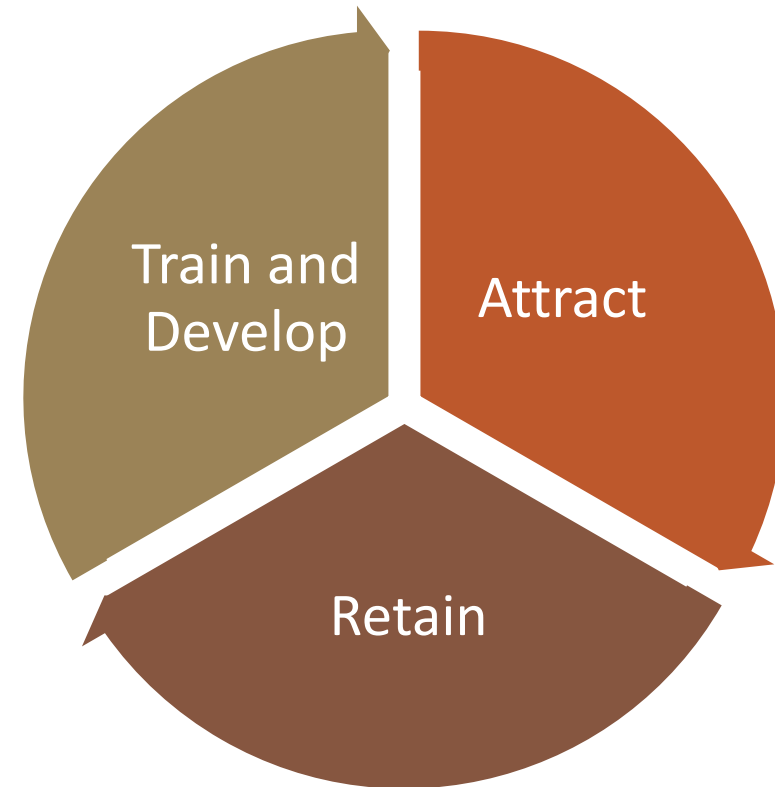
Welcoming

Affirming

Free of bias and discrimination

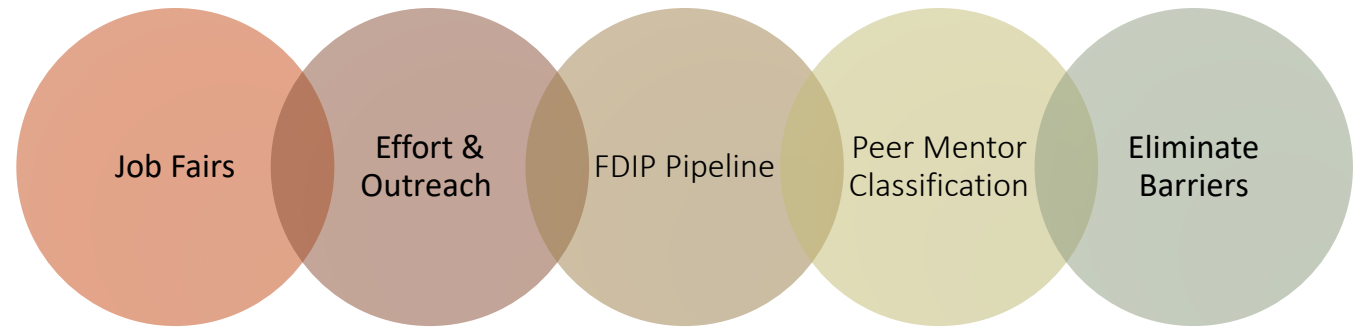
# EEO Plan & the Employment Cycle

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# Attract: Pre-Hiring Phase (priority 1)





# Retain: Hiring Phase (priority 3)

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**EQUIVALENCY WEBPAGE**



**ADVERSE IMPACT  
MONITORING**



**APPLICATION SCREENING  
& SUPPORT**



**EMPLOYMENT FAQ**



**HOUSING RESOURCES**





# Train & Develop: Post-Hiring Phase (priority 4)

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Flexible Work Arrangements  
for Classified Professionals  
and MSC



Out of Class Opportunities  
& Promotions



Career Advancement  
Workshops for Classified  
Professionals



# Equal Employment Opportunity Advisory Council (EEOAC)

## EEOAC Charge:



Act as an advisory body to the EEO Officer or designee and the District as a whole to promote understanding and support of EEO policies and procedures.



Assist in the development and implementation of the EEO Plan in conformance with state and federal regulations and guidelines.



Monitor equal employment opportunity progress.



Provide strategies to meet the Plan requirements, and provide suggestions for EEO Plan revisions, as appropriate.



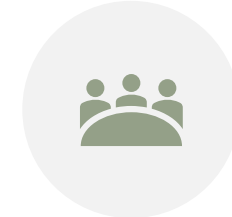


# New Regulations

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**COVER A PERIOD OF 3 YEARS.**



**DISTRICTS MUST ANNUALLY REVIEW THEIR PLANS DURING A REGULAR MEETING OF THE GOVERNING BOARD AND ASSESS PROGRESS TOWARDS MEETING EEO PROGRAM GOALS.**



**IF DISTRICT HAS NOT MET PROGRAM GOALS DESCRIBED IN EEO PLAN, SHALL REVISE PLAN TO SPECIFY EFFORTS TO MEET GOALS.**



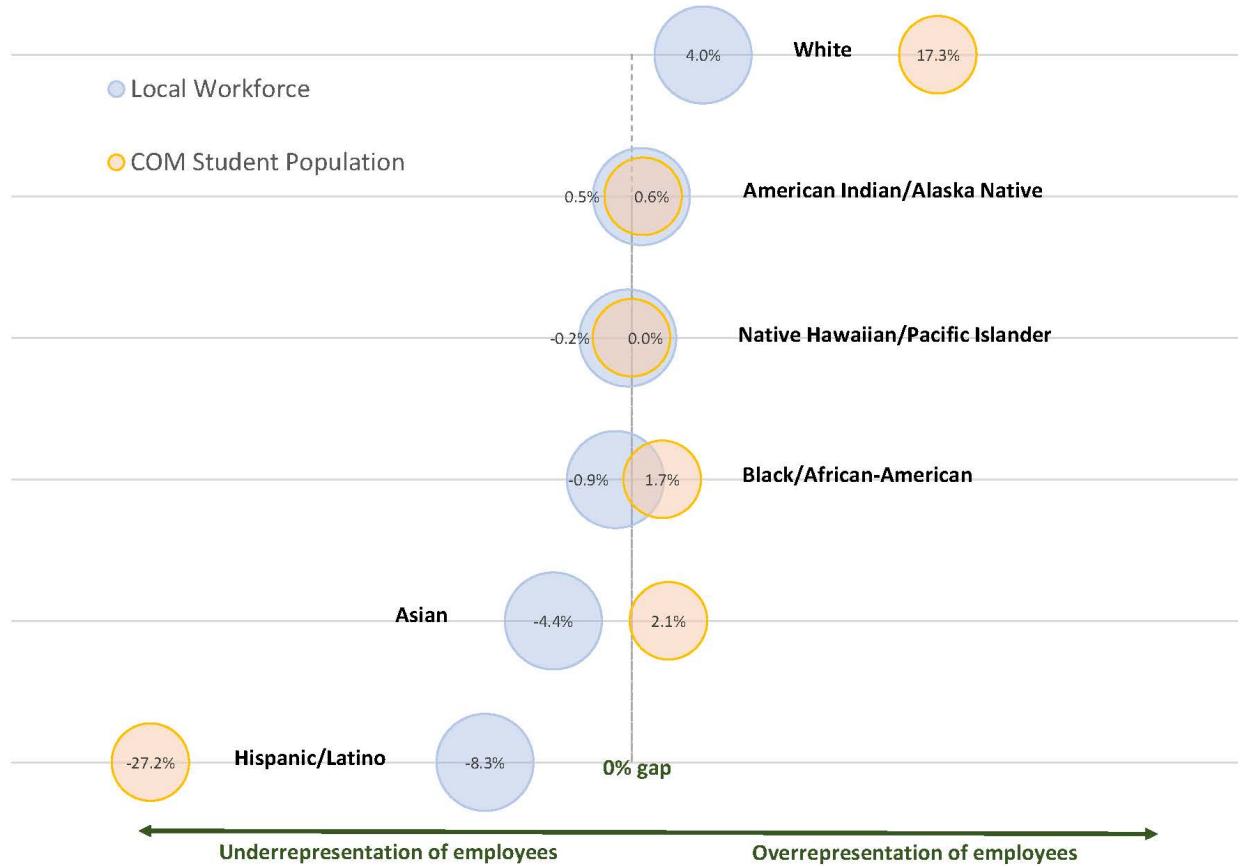


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# Chancellor's Office Feedback

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COM Workforce Availability Analysis - Race/Ethnicity Compared to Local Workforce and COM Student Population (Fall 2022)



# Underrepresentation Workforce Analysis



# Where we are going, Year 1...

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# Thank you!

Julie Breakstone and Kirsten Gisle, Employment Services Coordinators

EEOAC

Dr. Holley Shafer, Director of Institutional Effectiveness

Maria Coulson, Academic Senate President

Screening Committee Members

Classified Professional Liaison Committee (CPLC)

Dr. Jonathan Eldridge and Mia Robertshaw

