

## (DRAFT) COLLEGE COMMITTEE

### EQUAL EMPLOYMENT OPPORTUNITY ADVISORY DIVERSITY COMMITTEE

#### Charge/Function:

- **To enhance the effectiveness of the college through active implementation of the District Equal Employment Opportunity Plan (HR Procedure 1010.01);**
- To act as an advisory committee to the Equal Opportunity Officer;
- To review the college's hiring process and to make recommendations **to enhance equal employment, staff diversity and disability access;**
- **To ensure that district employees who participate on screening or selection committees receive appropriate training on state and federal nondiscrimination laws, cultural competence, and the benefits of employee diversity;**
- ~~The committee monitors progress on affirmative action goals and recommends improvements in the hiring process.~~ **To monitor progress on recruiting, hiring and retaining a diverse faculty and staff, and to provide access to employment for persons with disabilities.**

**Meeting Times/Days:** The usual meeting time is at least twice a year, once at the beginning of the fall term and a second meeting prior to the spring hiring process for faculty. Other meetings are called as needed.

**Reporting Status:** Reports to the Equal **Employment** Opportunity Officer and as needed to the **College** Leadership Council.

**Facilitator:** **Equal Employment Opportunity Officer**

**Chairperson/Vice Chair:** ~~Equal Opportunity Officer~~ **To be selected from the committee members by committee vote**

#### Membership:

**(Faculty, Classified, & Administration – 2 year staggered terms)**

3 **2** Faculty – ~~one~~ **appointed by Faculty Senate to include and one at large and one from United Faculty leadership**

4 **2** Classified - **one appointed by Classified Senate and one from Local 1**

4 **2** Administration

1 Student – **appointed by ASDVC (one year term)**

**1 Equal Employment Opportunity Officer (Ex-officio member from Administration)**