

(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 **Employment** Opportunity Officer;
- To review the college's hiring process and to make recommendations **to enhance equal employment opportunity, 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)

*As defined by State and District Policy