AP 7100 COMMITMENT TO DIVERSITY

References:
Education Code Sections 87100 et seq.;
Title 5 Sections 53001 and 53000 et seq.

The District values a diverse workforce. We will take deliberate steps to ensure our workplace reflects the community in which we live and embraces differences in an inclusive, safe environment.

The EEO Plan should be a District-wide, written plan that implements the District’s EEO Program, includes the definitions contained in Title 5 Section 53001 and addresses the following:

- Submission of plans and revisions to the State Chancellor’s Office for review and approval as required;
- The designation of the District employee or employees who have been delegated responsibility and authority for implementing the plan and assuring compliance with the requirements of this Procedure;
- The procedure for filing complaints and the person with whom such complaints are to be filed;
- A process for notifying all District employees of the provisions of the plan and the policy statement required;
- A process for ensuring that District employees who are to participate on screening or selection committees shall receive appropriate training on the requirements of the applicable Title 5 regulations and of state and federal nondiscrimination laws;
- A process for providing annual written notice to appropriate community-based and professional organizations concerning the District’s plan and the need for assistance from such organizations in identifying qualified applicants for openings within the District;
• An analysis of the number of persons from “monitored groups,” as defined by Title 5 Section 53001(i), who are employed in the District’s workforce and those who have applied for employment in each of the job categories listed below;

• An analysis of the degree to which monitored groups are underrepresented in comparison to the numbers of persons from such groups whom the State Chancellor’s Office determines to be available and qualified to perform the work required for each such job category and whether or not the underrepresentation is significant;

• The steps the District will take to promote diversity in its work force;

• Methods for addressing any discrimination that is detected in the District’s hiring practices; and

• Additional steps to address any significant underrepresentation of monitored groups identified in the plan.

The Plan shall be a public record.

The District shall make a continuous good faith effort to comply with the requirements of the Plan.

Date Approved: January 18, 2012
(This is a new procedure recommended by the Policy and Procedure Service)