Equal Employment Opportunity Plan Resolution

Draft 11/13/2013

Whereas, The Academic Senate of Los Medanos College recognizes that diversity in the academic environment promotes academic excellence, fosters human understanding, provides positive role models for all students, and creates an inclusive and supportive educational and work environment for college employees and students;

Whereas, Section 53003 of Title 5 and Board Policy 2052 require the District to adopt an Equal Employment Opportunity Plan; District Governance Council approved a draft Equal Employment Opportunity Plan in October 2009 but the District's Human Resources department shelved the draft, pending clarification from the California Community Colleges Chancellor's Office; and the Chancellor's Office issued such clarification on April 25, 2012 and requested that districts and submit their Equal Employment Opportunity Plans by June 28, 2013; and

Whereas, The attached revision of the District’s draft Equal Employment Opportunity Plan affirms the District’s commitment to equal employment opportunity; designates parties responsible for implementation of the plan; creates a District diversity program; and revises recruitment and hiring procedures (including training for screening/selection committees, recruitment, job announcements, review of applicant pools, and screening/selection committee procedures) to expand opportunity and reduce bias;

Resolved, The Academic Senate of Los Medanos College supports the attached revision of the Equal Employment Opportunity Plan approved by District Governance Council in October 2009, and urges District Governance Council and the Governing Board to do the same in a timely fashion; and

Resolved, The Academic Senate of Los Medanos College asks the Governing Board to instruct that District resources be directed to as necessary to fully implement the Equal Employment Opportunity Plan.