

LOS MEDANOS
COLLEGE

EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMITTEE

Amendment of Charges

EEO will promote a positive educational and working environment that will foster appreciation and inclusion of the diverse population of California by:

1. Advising, assisting, and making recommendations to the college on the implementation of a District-wide EEO plan. (EMP Objective 1.1, 1.3, 1.6)
2. Developing and implementing effective equal employment opportunity practices and programs at the college. This includes, but is not limited to, visibility of staff diversity and disability access. (EMP Objective 1.1, 1.2, 1.3, 1.4, 1.5, 1.6)
3. Sponsoring or co-sponsoring events, training, or other activities that promote equal employment opportunity, non-discrimination, unconscious bias awareness, cultural/disability awareness, retention and diversity, and cross-cultural communication and collaboration. (EMP Objective 1.1, 1.2, 1.6, 2.2)
4. Creating a plan to monitor all selection committees for ethnic, gender, and disability balance, and to ensure the integrity of following the requirements and the intent of the EEO process to hire a more *diverse workforce and report the findings to the President for any necessary action (specific action if required) (see 4c and Employee Demographics). (EMP Objective 1.1, 1.3, 1.4, 1.5)
5. Participating on the District Equal Employment Opportunity Advisory Council (DEEOAC).
6. Working with college and District leadership to provide regular annual reporting to various constituencies/forums on the status (and changes) in the diversity of LMC's workforce. (see 4cd and Employee Demographics) (EMP Objective 1.2, 1.4, 1.6, Goal 2)

Reference: Title 53001(a) (1) and included in the Contra Costa Community College District Equal Employment Opportunity Plan 20-16-2019

*Diversity: means a condition of broad inclusion in an employment environment that offers equality and respect for all persons. It requires both the presence, and the respectful treatment of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socio-economic backgrounds. The District recognizes that diversity in an academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive role models for all students; and creates an inclusive and supportive educational and work environment for students, employees, and the community.

Monitored Group: means those groups identified in Title 5, Section 53004(b) for which monitoring and reporting is required pursuant to Title 5, Section 53004(a). Monitored groups are men, women, American Indians or Alaskan Natives, Asian or Pacific Islanders, African Americans, Latinos, Whites, and persons with disabilities.

Our alignment to LMC Educational Masterplan 2020-2025 Goals:

These charges support EMP goals 1 and 2:

1. Strengthen a culture of equity, diversity, inclusion, and racial justice.
2. Increase and maximize equitable opportunities for students to successfully complete courses and programs.