

**LMC EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMITTEE  
TWO-YEAR GOAL AND OBJECTIVES (2016-2018)**

The **GOAL** of the EEO Committee is to increase the diversity of our College workforce with a specific focus on monitored groups in 2016-18 by decreasing the gap in our proportionality index within each employee group (Classified Monthly, Classified Hourly, Part Time Faculty, Full-Time Faculty, Managers/Supervisors/Confidential and Student Employees).

**OBJECTIVES** (and potential activities)

**(1) Retaining a Diverse Workforce**

- Implementing exit interview protocols;

**(2) Hiring a Diverse Workforce**

- Hidden bias training for interview committees, reviewing interview questions and rubrics, reviewing job announcements and descriptions, advertising and recruitment;

**(3) Changing the Culture to Support a Diverse Workforce**

- Mentoring program for new employees, connecting employees with affiliations on campus (i.e. Black Faculty & Staff Association, La Raza Faculty & Staff, etc.).