



EQUAL EMPLOYMENT OPPORTUNITY (EEO) COMMITTEE

Amendment of Charges

Upon discussion in the first meeting of the LMC EEO Committee on Tuesday, February 10, 2015, in an attempt to clarify and make actionable the charges of the Committee, the committee amended some of the changes as written by SGC. The IDEA Committee reviewed these amendments on February 11, 2015 and proposed a slightly revised wording of Charge #1 and also recommended that charge #1 become an overarching preface/mission statement.

Following discussion of the proposed changes at the EEO committee meeting on March 10, 2015, additional changes were discussed by the committee which are reflected below.

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.
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.
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.
4. Create 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).
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.