



SANTA ROSA JUNIOR COLLEGE

Celebrating 1918  2018

Equal Employment Opportunity Plan

2017 -2020

SRJC aspires to be an inclusive, diverse and sustainable learning community that engages the whole person.

What is EEO?

- ▶ **Equal Employment Opportunity**

All qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District.

What is an EEO Plan?

- ▶ **Equal Employment Opportunity Plan**

An "equal employment opportunity plan" is a written document in which the District's work force is analyzed and specific plans and procedures are set forth for ensuring equal employment opportunity.

- ▶ **Legal Requirement (Title 5 California Code of Regulations § 53003)**

The governing board of each community college district shall adopt a district wide written equal employment opportunity plan to implement its equal employment opportunity program.

What the EEO Plan is not

- ▶ EEO Plan is not a quota system
- ▶ EEO Plan is not a venue for reporting complaints of discrimination or harassment
- ▶ EEO Plan is not a policy for hiring employees

EEO Plan Progress Update

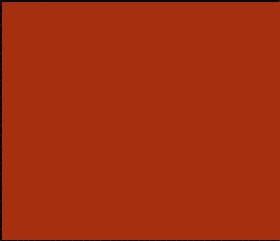
Component 1	Introduction - Message from the Superintendent/President
Component 2	Definitions
Component 3	Policy Statement
Component 4	Delegation of Responsibility, Authority and Compliance
Component 5	Equal Employment Opportunity Advisory Committee
Component 6	Equal Employment Opportunity Complaints
Component 7	Notification to District Employees
Component 8	Training for Screening/Selection Committees
Component 9	Annual Written Notice to Community Organizations
Component 10	Analysis of Applicant Pool and District Workforce
Component 11	Supporting Effective Hiring Processes
Component 12	Indicators of Institutional Commitment to Diversity
Component 13	Additional Steps to Remedy Underrepresentation
Component 14	Persons with Disabilities Accommodations

Current Workforce Demographics

APPENDIX C																			
WORKFORCE COMPARISON DATA - FALL 2012																			
	Total	Male		Female		American Indian/ Alaskan Native		Black/ African American		Asian/Pacific Islander		Hispanic/Latino		White		Multiple Ethnicities		Unknown/Not Disclosed	
Executive/Administrative/Managerial	82	40	49%	42	51%	0	0%	4	5%	10	12%	6	7%	60	73%	0	0%	2	2%
Faculty and other instructional staff	1,160	475	41%	685	59%	13	1%	11	1%	47	4%	56	5%	1,013	87%	1	0%	19	2%
Professional Non-faculty	35	13	37%	22	63%	0	0%	1	3%	1	3%	2	6%	29	83%	0	0%	2	6%
Secretarial/Clerical	128	7	5%	121	95%	1	1%	3	2%	4	3%	14	11%	101	79%	0	0%	5	4%
Technical and Paraprofessional	186	67	36%	119	64%	1	1%	7	4%	5	3%	18	10%	151	81%	2	1%	2	1%
Skilled Crafts	21	20	95%	1	5%	0	0%	1	5%	0	0%	5	24%	15	71%	0	0%	0	0%
Service and Maintenance	72	56	78%	16	22%	3	4%	21	29%	4	6%	13	18%	26	36%	1	1%	4	6%
TOTAL	1,684	678		1,006		18		48		71		114		1,395		4		34	
WORKFORCE COMPARISON DATA - FALL 2016																			
	Total	Male		Female		American Indian/Alaskan Native		Black/ African American		Asian/ Pacific Islander		Hispanic/Latino		White		Multiple Ethnicities		Unknown/ Not Disclosed	
Executive/Administrative/Managerial	87	39	45%	48	55%	0	0%	4	5%	9	10%	14	16%	55	63%	1	1%	4	5%
Faculty and other instructional staff	1,182	504	43%	678	57%	15	1%	13	1%	56	5%	76	7%	983	83%	13	1%	26	2%
Professional Non-faculty	43	15	35%	28	65%	1	2%	1	2%	2	5%	3	7%	34	79%	0	0%	2	5%
Secretarial/Clerical	145	8	6%	137	94%	0	0%	4	3%	2	1%	20	14%	107	74%	5	3%	7	5%
Technical/Paraprofessional	196	76	39%	120	61%	1	1%	6	3%	11	6%	38	19%	126	64%	6	3%	8	4%
Skilled Crafts	17	16	94%	1	6%	0	0%	1	6%	0	0%	4	24%	12	70%	0	0%	0	0%
Service/Maintenance	65	53	82%	12	18%	2	3%	23	35%	3	5%	14	22%	19	29%	0	0%	4	6%
TOTAL	1,735	711		1,024		19		52		83		169		1,336		25		51	

Source: Chancellor's Office Data Mart, February 10, 2017

Upcoming changes/work....



Next Steps....



Questions/Feedback

