

## **EEOAC Report to Academic Senate Meeting – April 15, 2026**

The District has established an EEOAC to assist the District in the developing, revising, and implementing District EEO Programs and the EEO Plan. The EEOAC may suggest and support events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention and diversity. When appropriate, the EEOAC will make recommendations to the EEO Officer to update the EEO Plan in accordance with applicable policies, procedures, and legislation.

Every California community college district must have an Equal Employment Opportunity (EEO) Plan that is approved by its Board of Trustees. The EEO Plan is a written document in which a district's work force is analyzed and programs and strategies are set forth to promote equal employment opportunity.

[Link to the current EEO Plan](#)

### **2025-2026 EEOAC Activities**

EEOAC Members completed the trainings below in Fall 2025

- EEOAC Advisory in a Time of Change - Value Driven Leadership
- Legal Requirements and Best Practices

EEOAC participated in the development and constituent groups communications of the 2026-2029 EEO Plan

- Reviewed all the 13 components of the current EEO Plan and discussed opportunities for changes/improvement
- Received an overview of the Strategic Plan by Dr. Jeremy Smotherman
- Solicited feedback from constituent groups and reviewed feedback
- Based on State Chancellor's Model EEO Plan guidelines, EEOAC provided recommendations to VPHR for incorporation into the plan, these included changes to some components of the plan and implementation strategies
- The 21 EEO Strategies were also reviewed and specific recommendations were provided for incorporation in the Plan

### **Updates and Next Steps**

- The EEO Plan has been submitted to the State Chancellor's Office for review and will be going to the June Board for adoption
- EEOAC will continue reviewing and making recommendations to the 21 EEO Strategies. A progress report will also be provided to the State Chancellor's Report in Fall 2026 after EEOAC review and recommendations
- All aspects of the EEO Plan will continue to be developed and implemented to ensure alignment with the District's Strategic Plan