

EEO Plan Update (2026–2029)

Tony Brown, J.D.

Director, Human Resources, Equity and Compliance

browntony@FHDA.edu | 650-949-6284

12345 El Monte Road, Los Altos Hills, CA 95022



FOOTHILL-DE ANZA
COMMUNITY COLLEGE DISTRICT

Purpose of the EEO Plan

- Ensure equal employment opportunity across all practices
- Comply with Title 5 regulatory requirements
- Advance a diverse, equitable, and inclusive workforce
- Support district priorities related to equity and student success



Scope of the Plan

- Workforce demographic analysis
- Applicant flow and hiring outcomes
- Identification of underrepresentation
- Recruitment and retention strategies
- Training and compliance processes



Governance & Responsibilities

- Board of Trustees – Adoption and oversight
- Chancellor – Implementation leadership
- EEO Officer (HR) – Administration and compliance
- DDEAC – Advisory role and recommendations



Consultation & Shared Governance

- Board of Trustees
- Chancellor's Cabinet
- College Presidents and administrators
- Academic Senate leadership
- Employee groups and student representatives



Current Status

- Framework aligned with Title 5
- Core components drafted
- Initial data compiled and reviewed
- Policies incorporated
- Entering consultation and refinement phase



Data Overview (Preliminary Insights)

- Limited change in workforce composition over time
- Applicant pools more diverse than final hires
- Variation across job categories
- Early indicators of underrepresentation
- Adverse impact analysis underway



Data-Informed Focus Areas

- Review screening and selection processes
- Strengthen recruitment strategies
- Expand training for hiring committees
- Improve data tracking
- Align practices with equity and compliance



Role of DDEAC

- Review and provide feedback
- Support constituency consultations
- Facilitate governance discussions
- Recommend refinements



Timeline & Next Steps

- March–April: DDEAC review
- March–May: Consultations
- May: Draft to Chancellor’s Office
- May–June: State review
- June–July: Revisions
- August: Board adoption



Next Steps

- Immediate Actions (This Week)
 - Distribute current draft PowerPoint to committee by Tuesday (Dianna)
 - Confirm receipt and complete initial review (All members)
- DDEAC Engagement
 - Identify volunteers by constituency group to support consultation
 - Determine preferred format for each group (presentation vs. discussion)
- Constituency Outreach
 - Coordinate with Academic Senate, Classified groups, Faculty Association, and Student leadership
 - Schedule agenda time for EEO Plan review (Volunteers + Dianna support)
- Feedback & Refinement
 - Gather input from constituency groups
 - Share key themes back with DDEAC
 - Incorporate feedback into revised draft (HR/EEO Office)



Questions & Comments

