

*The Equity and Equal Employment Opportunity Advisory Committee (EEEEOC) formed to diligently assess institutional policies and practices and the impact on hiring and retention, with a focus on equity and inclusion, as per the Coast Colleges' EEO Plan.*

Coast continues to explore best practices and implementation of new programs and services to build on our current successful practices toward "Developing and Maintaining our Institutional Commitment to Diversity" (Title 5, Section 53024.1). Best practices include, but are not limited to:

- Establish and cultivate ongoing and regular relationships with local and national minority organizations and special interest groups, as well as students and faculty at colleges and universities that educate students of color
- Solicit community input regarding diversity programs and needs
- Develop and audit comprehensive plans to address and show a commitment to diversity in every area of campus life - faculty hiring, curriculum development and field experiences, student enrollment, campus activities, and general campus climate
- Develop and initiate climate surveys to examine diversity related experiences, including perceptions of climate inside and outside the classroom
- Continue to assess and promote an infrastructure that ensures efficiency and collaboration
- Develop programs that recognize and provide operating budget or other incentives to departments who make progress toward or achievements in diversity related programs, activities, and initiatives
- Develop procedures to expand the diversity of part-time faculty and to provide mentors to assist part-time faculty to develop potential to fill full-time positions
- Increase and diversify outreach efforts with community-based agencies
- Market community college full and part-time teaching to K-12 teachers
- Establish relationships with city and county governments in order to participate in housing programs for faculty, staff, and administrators
- Form recruitment consortia with other educational institutions
- Identify or develop programs and grants designed to recruit or support internship teaching opportunities
- Establish partnerships with private industry to identify potential part-time faculty