



Equal Employment Opportunity Fund  
**District Expenditure Report**  
*Fiscal Year 2021-2022*

**District Name:** Riverside Community College District

<b>Report</b>	<b>EEO/Diversity Allocation Fund (Ed. Code § 87108)</b>
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$ 106,142
(b) 2021-2022 Allocation	\$ 50,000
(c) 2021-2022 Expenditures (Same total listed below in column 1)	\$ 1,500
Unexpended Allocations (a + b - c) ** On a separate page, please describe anticipated use of funds and projected date.	\$ 154,642

<b>Controlling Account</b>	<b>EEO/Diversity Allocation Fund (Ed. Code § 87108)</b>	<b>Other Funds</b>	<b>Total</b>
1000 Academic Salaries			
2000 Classified Salaries			
3000 Employee Benefits			
4000 Supplies & Materials			
5000 Other Oper. Exp. & Svcs.			
6000 Capital Outlay			
7000 Other Outgo			
<b>Totals</b>			

*I certify that this expenditure or local report is complete and accurate. Please Print:*

**Name:** Lorraine Y. Jones

**Title:** District Compliance Officer

**Phone:** 951-328-3874

**E-Mail Address:** Lorraine.Jones@rccd.edu

**Signature:**   
Lorraine Jones (Sep 30, 2022 16:40 PDT)

**Date:** 09/30/2022

**Prepared by:** Georgina Villasenor-Lee

**Contact Phone No:** 951-328-3725



**District Name:** Riverside Community College District

**USE WHOLE DOLLAR AMOUNTS**

<b>(1) Performance Indicators</b>	<b>(2A) EEO Diversity Fund Expenditures (Ed. Code § 87108)</b>	<b>(2B) Other Fund Expenditures (Identify amount and source)</b>	<b>(3) Description of Activities</b>
1. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.	\$	\$	
2. Outreach and recruitment.	\$	\$	
3. Professional development on equal employment opportunity.	\$	\$	
4. Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	\$	\$	
5. Other reasonable and justifiable activities to promote equal employment opportunities.	\$	\$	

**Print Name:** Lorraine Y. Jones

**Phone:** 951-328-3874

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District Performance Report  
Riverside Community College District  
Fiscal Year 2021-2022

(1) Performance Indicators	(3) Description of Activities
<p>1. Activities designed to encourage students to become more qualified for, and seek, employment as community college faculty or administrators.</p>	<p>Each college within the District has an office of Student Employment that provides enrolled students with opportunities to obtain part-time employment in various functional areas on the college campuses and satellite offices. These part-time jobs provide students with unique opportunities to develop the knowledge, skills and abilities needed to become qualified for future employment opportunities within the community college system.</p>
<p>2. Outreach and recruitment.</p>	<p>The District had 189 job postings in all categories, and 268 candidates were hired. The District continued utilizing Job Elephant for enhanced recruitment advertising services which support the district to attract highly qualified, diverse applicant pools to fulfill the district’s mission. The District also participated in the annual CCC (California Community Colleges) Registry Faculty and Administrator Job Fair held virtually. Furthermore, the District continued utilizing online job advertising sources.</p>
<p>3. Professional development on equal employment opportunity.</p>	<ul style="list-style-type: none"> <li>• The District continued monitoring compliance with Title 5/EEO by providing web-based training to all individuals involved in the screening and/or selection of personnel with 280 employees completing the training during fiscal year 2021-2022.</li> <li>• The District contracted with Educational Solutions 4 Change to provide conflict management and resolution training designed to support prevention, early identification and resolution of discrimination, harassment and retaliation complaints to management and executive leadership.</li> <li>• The District Compliance Officer participated in a Chief Diversity Officer (CDO) Roundtable provided through Academic Impressions. This professional development opportunity was designed as a cohort for CDOs to network to build leadership capacity and share best practices to improve Diversity, Equity, and Inclusion (DEI) strategies and decision making to empower proactive approaches to addressing and resolving instances of workplace discrimination.</li> <li>• The District Compliance Officer attended Association of California Community College Administrators (ACCCA) Management Essentials one day conference which focused on framing leadership, navigating political landscapes, and building supportive professional network for women in CA Community College districts.</li> <li>• The District Compliance Officer attended a virtual seminar series on workplace investigations provided by the Association of Workplace Investigators. This professional development opportunity reinforced the skills needed to conduct investigations into allegations of unlawful discrimination, harassment, and retaliation.</li> <li>• District Human Resources &amp; Employee Relations (HRER) staff participated in a customized “Human Resources Academy I &amp; II” online training provided by Liebert, Cassidy, and Whitmore on April 15, 2022. The training provided</li> </ul>

District Performance Report  
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	<p>department staff with a professional development opportunity on a variety of human resources topics to include EEO in hiring and recruitment.</p> <ul style="list-style-type: none"> <li>• District HRER staff also participated in the annual Association of Chief Human Resources Officers conference sponsored by the held virtually on October 22, 2021. The conference provided staff with a professional opportunity on important legal updates to include changes to Title 5 EEO and fighting hiring bias.</li> <li>• Each college continues to facilitate ALLY training to employees and students, and the District provides materials in support. Ally Training is designed to create a safer, more welcoming, and more inclusive work and learning environment, to strengthen community, and encourage networking among faculty, staff, and students towards the goal of supporting lesbian, gay, bisexual, transgender, queer, questioning, intersex, and asexual (LBGTQQIA) people.</li> </ul>
<p>4. Accommodations for applicants with disabilities pursuant to title 5, section 53025.</p>	<ul style="list-style-type: none"> <li>• The District engaged 129 employees in the Disability Reasonable Accommodation Interactive Process. The services of Shaw HR Consulting were utilized to assist the District with fulfill its legal obligations by facilitating interactive process meetings, fitness for duty exams, obtaining medical clarification, placement into alternative work and/or medical separation. Additionally, Shaw HR Consulting assisted the District in facilitating a total of 340 COVID vaccine related accommodation requests.</li> <li>• The District coordinated interpreting services through a third-party service for a deaf District staff member.</li> </ul>
<p>5. Other reasonable and justifiable activities to promote equal employment opportunities.</p>	<ul style="list-style-type: none"> <li>• The District employed a full-time Diversity &amp; Human Resources Analyst and full-time District Compliance Officer to carry out the daily activities related to the EEO, and compliance function also known as the District's Diversity, Equity and Compliance (DEC) division.</li> <li>• Due to a temporary suspension of meetings while the membership of the District's Council on Diversity, Equity, and Inclusion (DCDEI) was reviewed and modified, DEC coordinated and facilitated three (3) a of four (4) planned meeting for the DCDEI during this fiscal year. The DCDEI composition was revamped and met to discuss the priorities of the group for the upcoming fiscal year including the new EEO plan revisions/updates and special projects.</li> <li>• The District maintains Maxient as its case management software and paid the annual service fee. The software is being used to receive online complaints and manage those complaints, specifically those related to student conduct, discrimination, harassment, retaliation, Title IX, and employee misconduct.</li> </ul>

**Riverside Community College District**  
**Planned Use of 21-22 Unexpended EEO Funds - \$154,642**

Description	Date	Cost
Alexandra Bell Installation and Speaking Series- Counternarratives. Ms. Bell is a multimedia artist who investigates the narrative, information consumption and perception as public art. Bell earned her master's degree in journalism at Columbia University before turning her attention to racial bias found in articles within her regular newspaper, The New York Times. Her Counternarratives series involves temporary, large- scale installations of revised news articles on the sides of buildings.	Spring 2023	\$ 40,000.00
Creating a culture of respect (diversity and inclusion training) 3 sessions per college and District Office.	Fall 2022 Spring 2023	\$ 50,400.00
Organizational Training Series with Keep Beyond. Keep Beyond's curriculum is based off of founder YK Hong's nationally renown leadership in organization development and anti-oppression work. This centers disability justice principles and follows the leadership of Black community organizing movements. YK has been a community organizer in the US Southeast, California, New York and Korea and has always been informed by these ongoing struggles for justice. YK is considered one of the foremost experts in developing curriculum and material for the constantly expanding idea of organizations and groups. YK has been professionally facilitating and training organizations, groups and individuals in anti- oppression work, organization development, development and strategic planning since 1998. Planned Topics: -Leadership and Management Skills for Anti- Oppression	Spring 2023	
-College and University Anti-Oppression Process	Fall 2023	\$ 30,000.00
Swank Movie Licensing for Diversity, Equity and Inclusion Viewing and Discussion Series	Fall 2022 Spring 2023 Fall 2023	\$ 30,000.00

Disability awareness and inclusion workshop. A graduate of Eastern Univerity with a degree in Creative Writing and a minor in French from the Sorbonne, Imani Barbarin writes from the perspective of a black woman with Cerebral Palsy. She specializes in blogging, science fiction and memoir.

Fall 2022

\$ 10,000.00

\$ 160,400.00