



Equal Employment Opportunity Fund  
**District Expenditure Report**  
*Fiscal Year 2018-2019*

**District Name:** Riverside Community College District

Report	EEO/Diversity Allocation Fund (Ed. Code § 87108)
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$37,787
(b) 2018-2019 Allocation	\$50,000
(c) 2018-2019 Expenditures (Same total listed below in column 1)	\$37,551
Unexpended Allocations (a + b - c) ** On a separate page, please describe anticipated use of funds and projected date.	\$ 50,236

Controlling Account	EEO/Diversity Allocation Fund (Ed. Code § 87108)	Other Funds	Total
1000 Academic Salaries	0	0	0
2000 Classified Salaries	\$ 904	\$ 249,169	\$ 250,073
3000 Employee Benefits	85	114,625	114,710
4000 Supplies & Materials	4,703	64	4,767
5000 Other Oper. Exp. & Svcs.	31,859	60,495	92,354
6000 Capital Outlay	0	0	0
7000 Other Outgo	0	0	0
<b>Totals</b>	<b>\$ 37,551</b>	<b>\$ 424,353</b>	<b>\$ 461,904</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:**   
**Prepared by:** Georgina Villaseñor-Lee

**Date:** 11/6/19

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



**District Name:** Riverside Community College District

**USE WHOLE DOLLAR AMOUNTS**

(1) Performance Indicators	(2A) EEO Diversity Fund Expenditure s (Ed. Code § 87108)	(2B) Other Fund Expenditures (Identify amount and source)	(3) Description of Activities
1. Activities designed to encourage students to become qualified for, and seek, employment as community college faculty or administrators.	---	\$30,000	See attached.
2. Outreach and recruitment.	\$5,439	\$11,788	See attached.
3. Professional development on equal employment opportunity.	\$31,615		See attached.
4. Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	\$490	\$14,481 (Funding: Self-insured Worker's Comp)	See attached.
5. Other reasonable and justifiable activities to promote equal employment opportunities.	\$7	\$368,084	See attached.

**Print Name:** Lorraine Jones

**Print Title:** District Compliance Officer

**Phone:** 951-328-3874

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

**Signature:**

**Date:** 11/16/19

**Prepared by:** Georgina Villaseñor-Lee

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



California  
Community  
Colleges

**EQUAL EMPLOYMENT OPPORTUNITY  
ACCOUNTABILITY CERTIFICATION FORM  
FISCAL YEAR 2018-2019**

**District Name:** Riverside Community College District

Pursuant to California Code of Regulations, title 5, section 53024.2(a), districts are required to certify annually to the Chancellor's Office that they have timely complied with all of the following:

(1) The district has recorded and reviewed the required data regarding qualified applicant pools.

- Yes  
 No

(2) The district has reviewed and updated, as needed, the Strategies Component of the district's EEO Plan.

- Yes  
 No

(3) The district has investigated and appropriately responded to formal harassment or discrimination complaints filed pursuant to subchapter 5 (commencing with section 59300) of chapter 10 of division 6 of title 5.

- Yes  
 No

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*I certify that this accountability report is complete and accurate.*

**Please Print:**

**Name:** Lorraine Y. Jones

**Title:** District Compliance Officer

**Phone:** 951-328-3874

**Email:** lorraine.jones@rccd.edu

**Signature:**

 **Date:** 11/6/19

District Performance Report  
Riverside Community College District  
Fiscal Year 2018-2019

(1) Performance Indicators	(3) Description of Activities
1. Activities designed to encourage students to become more qualified for, and seek, employment as community college faculty or administrators.	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.
2. Outreach and recruitment.	The District had 151 job postings in all categories, and 150 candidates were hired. The District utilized Job Elephant for diversity advertising services. Additionally, District staff participated in the CCC Registry Faculty and Administrator Job Fair in Los Angeles, CA on January 26, 2019. The District purchased promotional items to increase awareness of employment opportunities.
3. Professional development on equal employment opportunity.	<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 275 employees completing the training during fiscal year 2018-2019.</li> <li>• The District purchased a training license with Paperclip Communications to offer professional development webinars for all District employees. Webinar topics included: Microaggressions, Macroaggressions, &amp; Microaffirmations-Lessen the Racial Divide to Create an Inclusive &amp; Civil Campus Community; Overcome Unconscious Bias &amp; Racial Tension-Break Down Barriers to Equality and Inclusion for Students, Faculty and Administrators; Micro &amp; Macroaggressions on Campus-Address Underlying Tensions and Implement Strategies to Foster Inclusion; Your LGBTQ+ Community-Policies &amp; Initiatives to Foster Inclusivity, Engagement &amp; Retention.</li> <li>• District HRER staff attended the 2018 Civil Rights Conference hosted by Atkinson, Andelson, Loya, Rudd &amp; Romo on September 20, 2018 in Long Beach, CA.</li> <li>• The District's Deputy Title IX Coordinators attended the 2019 Association of Workplace Investigators Training Institute for Workplace Investigators. The Institute took place between February 25, 2019 through March 1, 2019 and focused on skill and capacity building to enhance the quality of workplace investigations.</li> <li>• The District's Vice Chancellor, Human Resource &amp; Employee Relations attended the Academic Network's National Conference on Graduate Minority Recruitment on July 9, 2018.</li> <li>• The District sent five (5) Human Resources &amp; Employee Relations recruitment staff to the Building Diversity Summit which took place February 8-9, 2019.</li> </ul>
4. Accommodations for applicants with disabilities pursuant to title 5, section 53025.	<ul style="list-style-type: none"> <li>• The District engaged thirty-five (35) employees in the Disability Reasonable Accommodation Interactive Process. The services of Shaw HR Consulting were utilized for ten (10) cases to facilitate IP meetings, fitness for duty exams, placement into alternative work and/or obtaining medical clarification.</li> <li>• The District purchased a webinar series through the Association on Higher Education And Disability (AHEAD) which were hosted at Norco College. The</li> </ul>

District Performance Report  
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Fiscal Year 2018-2019

	series included: The Impact of Early School Disability Discrimination on Postsecondary Disability Services, Access Considerations in On-Campus Housing, and The Legal Year in Review.
5. Other reasonable and justifiable activities to promote equal employment opportunities.	<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>• DEC coordinated and facilitated four (4) meetings for the District's Council on Diversity, Equity and Inclusion.</li></ul>