



California
Community
Colleges

**EQUAL EMPLOYMENT OPPORTUNITY
ACCOUNTABILITY CERTIFICATION FORM
FISCAL YEAR 2020-2021**

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

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: 10/8/21



Equal Employment Opportunity Fund
District Expenditure Report
Fiscal Year 2020-2021

District Name: Riverside Community College District

Report	EEO/Diversity Allocation Fund (Ed. Code § 87108)
(a) Total Unexpended Allocation from Previous Year (Carry Over)	\$ 75,699
(b) 2020-2021 Allocation	\$ 50,000
(c) 2020-2021 Expenditures (Same total listed below in column 1)	\$ 19,557
Unexpended Allocations (a + b - c) ** On a separate page, please describe anticipated use of funds and projected date.	\$ 106,142

Controlling Account	EEO/Diversity Allocation Fund (Ed. Code § 87108)	Other Funds	Total
1000 Academic Salaries	0	0	0
2000 Classified Salaries	0	\$286,002	\$286,002
3000 Employee Benefits	0	126,677	\$126,677
4000 Supplies & Materials	\$6,318	521	\$6,839
5000 Other Oper. Exp. & Svcs.	13,239	55,793	\$69,032
6000 Capital Outlay	0	914	\$914
7000 Other Outgo	0	0	0
Totals	19,557	\$469,907	\$489,464

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

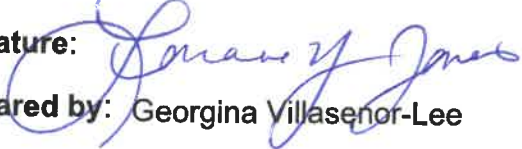
Name: Lorraine Y. Jones

Title: District Compliance Officer

Phone: 951-328-3874

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

Signature:



Date: 10/7/21

Prepared by: Georgina Villasenor-Lee

Contact Phone No: 951-328-3725

Riverside Community College District
Planned Use of 20-21 Unexpended EEO Funds - \$106,142

Description	Date	Cost
Creating a culture of respect (diversity and inclusion training) 4 sessions per campus facilitated by P. Morin	Spring 2022	\$ 25,200.00
Train-The-Trainer Program for Integrating Diversity and Inclusion into the Hiring Process and Identifying Unconscious Bias and Developing Inclusive Interview and Hiring Practices (note this project was scheduled for 2020 and was delayed due to impacts of the COVID 19 pandemic)	Spring 2022	\$ 27,443.00
Got Consent? (sexual assault awareness for students, staff and faculty) E. Moorer	Fall 2021 and Spring 2022	\$ 3,499.00
Implement a mini-grant program to provide financial assistance for new, innovative projects, workshops, and activities that strengthen excellence in diversity and inclusion.	Spring 2022	\$ 50,000.00
		\$ 106,142.00



District Name: Riverside Community College District

USE WHOLE DOLLAR AMOUNTS

(1) Performance Indicators	(2A) EEO Diversity Fund Expenditures (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.	\$ 0	\$ 0	see attached.
2. Outreach and recruitment.	\$ 0	\$ 10,000	see attached.
3. Professional development on equal employment opportunity.	\$ 16,557	\$ 4,322	see attached.
4. Accommodations for applicants and employees with disabilities pursuant to title 5, section 53025.	\$ 0	\$ 26,569 (includes \$26,044 funding self-insured worker's comp)	see attached.
5. Other reasonable and justifiable activities to promote equal employment opportunities.	\$ 3,000	\$ 429,016	see attached.

Print Name: Lorraine Y. Jones

Phone: 951-328-3874

Signature: 

Prepared by: Georgina Villasenor-Lee

Print Title: District Compliance Officer

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

Date: 10/7/21

Contact Phone No: 951-328-3725

District Performance Report
 Riverside Community College District
 Fiscal Year 2020-2021

(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>	<ul style="list-style-type: none"> ● 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>2. Outreach and recruitment.</p>	<p>The District had 137 job postings in all categories, and 273 candidates were hired. The District utilized Job Elephant for diversity advertising services. Unfortunately, the District did not participate in the annual CCC Registry Faculty and Administrator Job Fair as it was not held presumably due to the pandemic. As such, the District continued utilizing online job advertising sources.</p>
<p>3. Professional development on equal employment opportunity.</p>	<ul style="list-style-type: none"> ● 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 229 employees completing the training during fiscal year 2020-2021. The District purchased a webinar titled Cultivating Antiracist Mindset on July 8, 2020. The course was designed to build awareness and skills related to anti-racism, understand racial identity development for White people and BIPOC, and to be able to define and recognize the three levels of racism, including how to disrupt them. ● The District purchased curriculum from Sunshower Learning as part of its commitment to professional development. Five (5) training curriculums on topics related to inclusion and reducing unconscious bias: The Ouch Bundle, Defeating Unconscious Bias, Inclusion in Action, Within Our Power, and Gateway to Inclusion and the Uh-oh Syndrome. The curriculum is designed to build capacity for inclusion and respect in the workplace by defining the challenges, outlining solutions and demonstrating how to implement anti-bias catalyst activities that positively impact everyone. ● District HRER staff participated in the “Managing and Understanding Employee Leaves (Higher Education)” training provided online by Atkinson, Andelson, Loya, Rudd & Romo on November 5, 2020. The training provided staff who are responsible for the administration of employee leaves with compliance guidance on the coordination of various leaves. ● District HRER staff also participated in “COVID-19 Supplemental Paid Sick Leave” webinar training on April 27, 2021 provided by Liebert, Cassidy, Whitmore. This training provided guidance on best practices and obligations due to the passing of Senate Bill 95. ● The District’s Title IX Coordinator & Deputy Coordinators participated in a week long online training “Title IX Coordinator/Investigator” provided by D. Stafford & Associates. The training provided coordinators with valuable training and best practices with Title IX complaints post-revised Title IX regulations. ● 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

District Performance Report
 Riverside Community College District
 Fiscal Year 2020-2021

	<p>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 (LGBTQQIA) people.</p>
<p>4. Accommodations for applicants with disabilities pursuant to title 5, section 53025.</p>	<ul style="list-style-type: none"> • The District engaged 51 employees in the Disability Reasonable Accommodation Interactive Process. The services of Shaw HR Consulting were utilized for 15 cases to facilitate 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 106 requests for reasonable accommodation related to impacts of the COVID-19 pandemic in response to the District's reopening for the Fall 2021 semester. • The District coordinated interpreting services through a third-party service for 2 deaf students who scheduled appointments to receive their COVID vaccine at a vaccine clinic held on campus.
<p>5. Other reasonable and justifiable activities to promote equal employment opportunities.</p>	<ul style="list-style-type: none"> • The District employed a full-time Diversity & 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. • DEC coordinated and facilitated three (3) meetings for the District's Council on Diversity, Equity and Inclusion (DCDEI). The DCDEI has played a vital role in reviewing the District's EEO plan and providing recommendations for the plan which expired December 2020. • The District facilitated a re-training of Maxient, a case management software, and paid its annual service fee. The software is being used to manage complaints related to student conduct, discrimination, harassment, retaliation, Title IX, accommodation requests, and employee misconduct.