



**South Orange County
Community College District**

Equal Employment Opportunity Plan

2019–2022

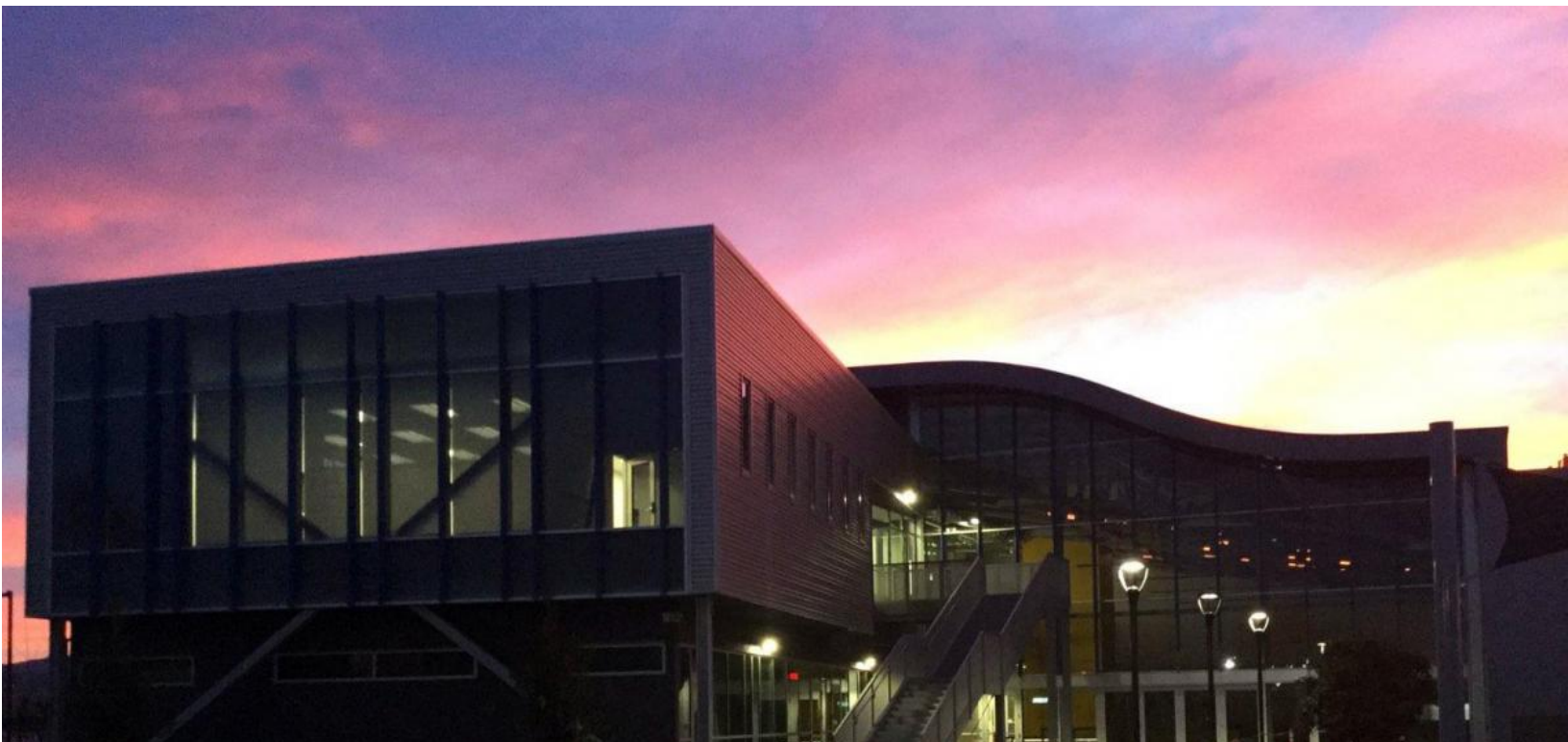


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LEGAL AUTHORITY

California community colleges are mandated by the California Code of Regulations Title 5, section 53003(a); and the California Education Code, section 87100 to develop and implement an Equal Employment Opportunity Plan.

California Code of Regulations Title 5, Section 53003(A) – District Plan

The governing board of each community college district shall develop and adopt a district-wide written equal employment opportunity plan to implement its equal employment opportunity program. Such plans shall be submitted to the State Chancellor's Office. The Chancellor's Office retains the authority to review district plans on a case-by-case basis.

California Education Code, Section 87100 Legislative Findings & Declarations

(a) The Legislature finds and declares all of the following:

(1) In fulfilling its mission within California's system of public higher education, the California community colleges are committed to academic excellence and to providing all students with the opportunity to succeed in their chosen educational pursuits.

(2) Academic excellence can best be sustained in a climate of acceptance and with the inclusion of persons from a wide variety of backgrounds and preparations to provide service to an increasingly diverse student population.

(3) A workforce that is continually responsive to the needs of a diverse student population may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity.

(b) It is the intent of the Legislature to establish and maintain within the California community college districts a policy of equal opportunity in employment for all persons, and to prohibit discrimination or preferential treatment based on ethnic group identification, or on any basis listed in subdivision (a) of section 12940 of the Government Code, as those bases are defined in sections 12926 and 12936.1 of the Government Code, except as otherwise provided in section 12940 of the Government Code. Every aspect of personnel policy and practice of the community college districts should advance the realization of inclusion through a continuing program of equal employment opportunity.

LEGAL AUTHORITY CONT.

(c) The Legislature recognizes that it is not enough to proclaim that community college districts must not discriminate and must not grant preferential treatment on impermissible bases. The Legislature declares that efforts must also be made to build a community in which nondiscrimination and equal opportunity are realized. It is the intent of the Legislature to require community college districts to adopt and implement programs and plans for ensuring equal employment opportunity in their employment practices.

Title 5, Section 53026 Complaints – Violation of Equal Employment Opportunity Regulations

Each community college district shall establish a process permitting any person to file a complaint alleging that the requirements of this subchapter have been violated. A copy of the complaint shall immediately be forwarded to the Chancellor, who may require the district provide a written investigative report within ninety (90) days. Complaints that also allege discrimination prohibited by Government Code sections 11135 et seq. shall be processed according to the procedures set forth in subchapter 5 (commencing with section 59300) of Chapter 10 of this division.



I. INTRODUCTION

On behalf of the South Orange County Community College District, we are proud to present the 2019-2022 Equal Employment Opportunity Plan (EEO). The Plan reflects the District's commitment to equal employment opportunity (EEO) and promotes practices that are inclusive and nondiscriminatory. The District's goal as an academic community is to sustain a working environment that fosters and celebrates diversity, promotes and rewards excellence, and is welcoming to all. An exemplary academic community promotes an inclusive environment that best prepares our faculty, staff, and students to live, work, and contribute in a global society. The Plan reflects the District's commitment to equal employment opportunity and outlines the active steps that ensure nondiscriminatory practices.

The Plan provides all legally required components as well as those that reflect best practices, including: establishment of an Equal Employment Opportunity Advisory and Diversity Committee; methods to support equal employment opportunity; procedures for dissemination of the Plan; and guidelines for on-going, longitudinal analysis of the demographic makeup of the District's workforce.

To effectively serve a growing and diverse population, the District is committed to attracting, hiring, and retaining faculty, and staff who are sensitive to, and knowledgeable of, the needs of an increasingly diverse student body as well as the communities they serve.

Sincerely,



Kathleen F. Burke, Ed.D. Chancellor

II. DEFINITIONS

[Reference – Title 5, Sec. 53001 and 53021]

1. Adverse Impact: a statistical measure (such as those outlined in the EEO Commission's Uniform Guidelines on Employee Selection Procedures) that is applied to the effects of a selection procedure and demonstrates a disproportionate negative impact on any group protected from discrimination pursuant to Government Code section 12940. A disparity identified in a given selection process will not be considered to constitute adverse impact if the numbers involved are too small to permit a meaningful comparison.
2. Chancellor's Office: California Community College's Chancellor's Office.
3. Diversity: a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It requires both the presence, and the respectful treatment, of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability, and socio-economic backgrounds.
4. Equal Employment Opportunity: A workplace where all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District. Equal employment opportunity should exist at all levels, including in the seven job categories identified in the Title 5 regulations, namely: executive/administrative/managerial, faculty and other instructional staff, professional non-faculty, secretarial/clerical, technical and paraprofessional, skilled crafts, and service and maintenance. Equal employment opportunity also involves:
 - a. Identifying and eliminating barriers to employment that are not job related; and
 - b. Creating an environment which is welcoming to all groups protected from discrimination pursuant to Government Code section 12940.
5. Equal Employment Opportunity Plan: a written document that provides the guidelines for how a District's workforce will be analyzed and specific plans and procedures for promoting equal employment opportunity.
6. Equal Employment Opportunity Programs: all the various methods by which EEO is promoted. Such methods include, but are not limited to, using nondiscriminatory employment practices, actively recruiting, monitoring and taking additional steps consistent with the requirements of Title 5, Section 53006.

II. DEFINITIONS CONT.

7. Ethnic Group Identification: an individual's identification in one or more of the ethnic groups reported to the Chancellor pursuant to section 53004. These groups may be more specifically defined by the Chancellor consistent with state and federal law.
8. In-house or Promotional Only Hiring: only existing District employees are allowed to apply for a position.
9. Monitored Group: a group identified in Title 5, section 53004(b) for which monitoring and reporting is required pursuant to Section 53004(a).
10. Person with a Disability: any person who (1) has a physical or mental impairment as defined in Government Code, Section 12926 which limits one or more of such person's major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment.
11. Projected Representation: the percentage of persons from a monitored group determined by the Chancellor to be available and qualified to perform the work in question. Note: At this time, the Chancellor's Office has concluded that it lacks sufficiently reliable availability data to make such determinations.
12. Selection Procedures: any measure, combination of measures, or procedures used as a basis for any employment decision. Selection procedures include the full range of assessment techniques, including but not limited to, traditional paper and pencil tests, performance tests, and physical, educational, and work experience requirements, interviews, and review of application forms.
13. Significantly Underrepresented Group: any monitored group for which the percentage of persons from that group employed by the District in any job category listed in Section 53004(a) is below eighty percent (80%) of the projected representation for that group in the job category in question.

III. POLICY STATEMENT

[Reference – Education Code 87100, et seq.; Title 5, Sec. 53002]

The South Orange County Community College District (the “District”) is committed to the principles of equal employment opportunity. By adoption of this Equal Employment Opportunity Plan, the District implements a comprehensive program to put those principles into practice. The District is committed to a continuing good faith effort to ensure that all qualified applicants for employment and employees have full and equal access to employment opportunity, and are not subjected to discrimination in any program or activity of the District on the basis of age, ancestry, color, gender, gender identity, gender expression, marital status, medical condition, national origin, parental status, physical or mental disability, race, religion, sexual orientation, veteran status, or on the basis of these perceived characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics.

The District strives to achieve a workforce that is welcoming to all individuals in legally protected categories to ensure the District provides an inclusive educational and employment environment. Such an environment fosters cooperation, acceptance, democracy and free expression of ideas. An Equal Employment Opportunity Plan is maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.



IV. DELEGATION OF RESPONSIBILITY, AUTHORITY AND COMPLIANCE

[Reference – Title 5, Sec. 53003(c)(1) and 53020]

All District employees are expected to promote and support equal employment opportunity because successful implementation of this EEO Plan requires a commitment and a contribution from every segment of the District. The general responsibilities for the prompt and effective implementation of the Plan are set forth below.

1. Board of Trustees

The Board of Trustees of the District is ultimately responsible for the successful implementation of the EEO Plan through the regular review of data, data-driven policy development and guidance to the Chancellor.

2. Chancellor

The Board of Trustees delegates to the Chancellor the responsibility for ongoing implementation of the Plan at all levels, for providing leadership in supporting the District's equal employment opportunity policies and procedures, and for keeping the Board informed of the District's progress and implementation of the Plan. The Chancellor shall also advise the Board of Trustees concerning statewide policy emanating from the Board of Governors of the California Community Colleges.

3. Equal Employment Opportunity Officer

The District has designated the Equal Employment Opportunity ("EEO") Officer to be responsible for the day-to-day implementation of the Plan. If the designation of the EEO Officer changes before this Plan is next revised, the District will notify employees and applicants for employment of the new designee. The equal employment opportunity officer is responsible for administering, implementing and monitoring the Plan and for assuring compliance with the requirements of Title 5, Sections 53000 et seq. The EEO Officer is also responsible for receiving complaints described in the Plan Component 5 and for ensuring that applicant pools and selection procedures are properly monitored.



IV. DELEGATION OF RESPONSIBILITY, AUTHORITY AND COMPLIANCE CONT.

4. Equal Employment Opportunity Advisory Committee

The District shall establish a District Equal Employment Opportunity (“EEO”) Advisory Committee to act as an advisory body to the EEO Officer and the District as a whole to promote understanding and support of equal employment opportunity policies and procedures. The EEO Advisory Committee assists in the development and implementation of the Plan in compliance with state and federal regulations and guidelines, monitors equal employment opportunity progress, and provides suggestions for Plan revisions as appropriate.

5. Agents of the District

Any organization or individual, whether or not an employee of the District, who acts on behalf of the Board of Trustees with regard to the recruitment and screening of personnel, is an agent of the District and is subject to all the requirements of the Plan.

6. Good Faith Effort

A good faith effort is one that is honest and taken with sincere intent.



V. ADVISORY COMMITTEE

[Reference – Title 5, Sec. 53005]

The District shall establish an EEO Advisory Committee to assist the District in implementing its Plan. The committee may also assist in promoting an understanding and support of equal opportunity and nondiscrimination policies and procedures. The committee may work in coordination with other groups on campus to sponsor events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention and diversity. The equal employment opportunity officer shall train the advisory committee on equal employment compliance and the Plan itself. The committee shall include a diverse membership whenever possible. A substantial good faith effort to maintain a diverse membership is expected. If the District has been unable to meet this objective, it will document efforts made to recruit advisory committee members who represent diversity. The committee will be composed of two members of the faculty; two members of the classified staff; two academic administrators; two classified managers; as well as the EEO Officer, the VCHR, the HR Executive Director and HR Director.

The committee will be convened initially each year and chaired by the EEO Officer. Terms of office for the voting members shall be for two years. The EEO Advisory Committee shall hold a minimum of two (2) meetings per fiscal year, with additional meetings if needed to review EEO and diversity efforts, programs, policies, and progress. When appropriate, the advisory committee shall make recommendations to the Board of Trustees and the Chancellor.

VI. COMPLAINTS

[Reference – Title 5, Sec. 53003(c)(2) and 53026]

1. Complaints Alleging Violation of the Equal Employment Opportunity Regulations (Title 5 Section 53026).

The District has established the following process permitting any person to file a complaint alleging that the requirements of the equal employment opportunity [regulations](#)¹ have been violated. Any person who believes that the equal employment opportunity regulations have been violated may file a written complaint describing in detail the alleged violation. All complaints shall be signed and dated by the complainant and shall contain, to the best of the complainant's ability, the names of the individuals involved, the date(s) of the event(s) at issue, and a detailed description of the actions constituting the alleged violation. Complaints involving current hiring processes must be filed as soon as possible after the occurrence of an alleged violation and not later than sixty (60) days after such occurrence unless the complainant can verify a compelling reason for the District to waive the sixty (60) day limitation. Complaints alleging violations of the Plan that do not involve current hiring processes must be filed as soon as possible after the occurrence of an alleged violation and not later than ninety (90) days after such occurrence unless the violation is ongoing. As directed by the Chancellor's office, the decision of the District in complaints pursuant to Section 53026 is final. (See [California Community Colleges Chancellor's Office Guidelines for Minimum Conditions Complaints](#))

The District may return without action any complaints that are inadequate because they do not state a clear violation of the EEO regulations. All returned complaints must include a District statement of the reason for returning the complaint without action.

The complaint shall be filed with the EEO officer. If the complaint involves the equal employment opportunity officer, the complaint may be filed with the Chancellor. A written determination on all accepted written complaints will be issued to the complainant within ninety (90) days of the filing of the complaint. If this is not practical, a written notification will be provided to the complainant as to the reasons for the extension and estimated date of completion. The equal employment opportunity officer will forward copies of all written complaints to the Chancellor's Office upon receipt.

2. Complaints Alleging Unlawful Discrimination or Harassment (Section 59300 et seq.)

The District has adopted separate procedures for the processing of complaints alleging unlawful discrimination or harassment. The District's discrimination and harassment complaint procedures are documented in board policy (BP) and administrative regulation (AR) 3430 which can be found on the District's website (www.socccd.edu) or accessed directly through the following links:

[Unlawful Harassment and Discrimination Prevention and Complaints \(BP 3430\)](#)

[Unlawful Harassment and Discrimination Prevention and Complaints \(AR 3430\)](#)

¹ The equal employment opportunity regulations are found in California Code of Regulations, title 5, section 53000 et seq.

VII. NOTIFICATION TO DISTRICT EMPLOYEES

[Reference – Title 5, § 53003(c)(3)]

The Plan and subsequent revisions will be distributed to the District's Board of Trustees, the Chancellor, administrators, the academic and classified senate councils, union representatives and members of the District Equal Employment Opportunity Advisory Committee. The Plan will be available on the District's website and employees will be notified electronically. The Office of Human Resources will provide all new employees with a copy of the written notice described above when they commence their employment with the District.

Each year, the District will inform all employees of the Plan's availability including a written summary of the provisions of the Plan. The annual notice will emphasize the importance of the employee's participation and responsibility in ensuring the Plan's implementation. The annual notice will contain the following provisions:

- a. The importance of the employee's participation and responsibility in ensuring the Plan's implementation;
- b. The availability of the Plan on the District website, at the Office of the Chancellor and College Presidents and Vice President for Student Services at each campus, and the Office of Human Resources.

VIII. SCREENING COMMITTEE TRAINING AND COMPOSITION

[Reference – Title 5, § 53003(c)(4)]

Any organization or individual, whether or not an employee of the District, who is involved in the recruitment and screening/selection of personnel shall receive training on the requirements of the Title 5 regulations on equal employment opportunity (Section 53000 et. seq.); the requirements of federal and state nondiscrimination laws; the requirements of the District's EEO Plan; the District's policies on nondiscrimination, recruitment, and hiring; principles of diversity and cultural proficiency; and the value of a diverse workforce. Persons serving in the above capacities must be current with interactive training prior to service. This training is mandatory; individuals who have not received this training will not be allowed to serve on hiring committees. Any individual, whether an employee of the District, or an individual acting on behalf of the District, with regard to recruitment and hiring of employees is subject to the equal employment opportunity requirements of Title 5 § 53020(c) and the District's Plan.



IX. ANNUAL WRITTEN NOTICE TO COMMUNITY ORGANIZATIONS

[Reference – Title 5, Sec. 53003(c)(5)]

The EEO Officer will provide annual written notice to appropriate community-based and professional organizations concerning the Plan. The notice will include a summary of the Plan, inform these organizations how they may obtain a copy, and shall solicit their assistance in identifying diverse qualified candidates. The notice will also include the web address where the District advertises its job openings and the HR department phone number to call in order to obtain employment information. The District will actively seek to reach a diverse selection of recruitment sources, through various institutions, organizations, and agencies. A list of organizations, which will receive this notice, is included within Appendix A of this Plan. This list may be revised, periodically, as necessary.



X. ANALYSIS OF DISTRICT WORKFORCE AND APPLICANT POOLS

[Reference – Title 5, Sec. 53003(c)(6) and 53004]

The Office of Human Resources will annually collect the District's employee demographic data and shall monitor initial and qualified applicant pools for employment on an ongoing basis to evaluate the District's progress in implementing the Plan, and to provide data needed for the reports required by the Plan.

Each applicant and employee shall be requested to identify their gender, ethnic group identification and whether or not they are disabled. The data collection instrument will clearly notify applicants/employees that this information is kept confidential; is not utilized in making any individual employment decisions or viewed by those making such decision; and is separated from the applications that are forwarded to the screening/interview committee and hiring administrator(s). At least every three years the Plan is reviewed. If necessary, it will be revised based on an analysis of ethnic group identification, gender identity, and disability composition of existing staff and of those who have applied for employment in each of the following identified job categories:

1. Executive/Administrative/Managerial
2. Faculty and Other Instructional Staff
3. Professional Non-faculty
4. Secretarial/Clerical
5. Technical and Paraprofessional
6. Skilled Crafts
7. Service and Maintenance

Data shall be maintained year-to-year and longitudinal analysis shall be conducted where there is at least three years of data to review, or sooner if the EEO Officer concludes that there is sufficient data for the analysis to be meaningful.

[Click here](#) to view the District's workforce composition for year ending October 31, 2021

[Click here](#) to view the District's applicant pools for year ending October 31, 2021

XI. FACULTY SELECTION PROCEDURES

Hiring procedures have been developed consistent with the requirements of law and this EEO Plan.

The administrative regulation (AR) for Full Time Faculty Hiring Recruitment is documented in AR 4011.1 which can be found on the District's website (www.socccd.edu) or accessed directly through the following link:

[*Recruitment: Full-Time Faculty Hiring \(AR 4011.1\)*](#)

[*Recruitment: Full-Time Faculty Hiring \(BP 4011.1\)*](#)



XII. EMPLOYMENT PROCEDURES FOR ADMINISTRATORS, MANAGERS AND CLASSIFIED EMPLOYEES

Hiring procedures have been developed consistent with the requirements of law and this EEO Plan, which can be found on the District's website (www.socccd.edu) or accessed directly through the following links:

[Employment Procedures for Administrators and Managers \(Board Policy 4011\)](#)

[Recruitment: Classified Staff \(Board Policy 4011.3\)](#)

[Recruitment: Classified Staff \(AR 4011.3\)](#)

XIII. PROCESS FOR DEVELOPING AND IMPLEMENTING STRATEGIES THAT PROMOTE DIVERSITY

[Reference – Title 5, Sec. 53003(c)(10)]

The District recognizes multiple approaches are appropriate to fulfill its mission of ensuring equal employment opportunity and the creation of a diverse workforce. Equal employment opportunity means all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment with the District. Equal employment opportunity should exist at all levels and in all job categories. The District seeks to ensure equal employment opportunity through the creation of an environment that welcomes men and women, persons with disabilities, and individuals from all ethnic and other groups. This environment fosters cooperation, acceptance, democracy and the free expression of ideas.

The District offers cultural events, speakers on diversity, infuses diversity into the classroom, promotes learning opportunities, fosters personal sensitivity to diversity, and evaluates how the environment can be responsive to its employees and students. In the implementation of a diversity/equity program, the district focuses on several overarching goals with specific action steps:

A. Recruitment and selection of a diverse employee population

The District strives to recruit, select and maintain a diverse employee population. The District will review and continue the following:

- The District and college mission statements convey our commitment to diversity and inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values.
- The District's hiring procedures require applicants for all positions to demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner specific to the position.
- The District's publications and websites will continue to convey our commitment to diversity and equal employment opportunity.
- The District addresses issues of inclusion/exclusion in a transparent and collaborative fashion.

XIII. PROCESS FOR DEVELOPING AND IMPLEMENTING STRATEGIES THAT PROMOTE DIVERSITY CONT.

The District will review, plan and implement the following:

- The District's Board of Trustees will receive training on the elimination of bias in hiring and employment at least once every election cycle.
- The District elicits information from applicants who decline job offers to find out why, record and utilize the information.
- The District will expand its current equal employment opportunity training from an annual training to a semi-annual training and include all employee groups as eligible to serve as an equal employment opportunity representative on search committees.

B. Onboarding of new employees

The District maintains a variety of programs to support newly-hired employees such as mentoring, professional development, and leadership opportunities.

The District will review and continue the following:

- The District complies with the requirements of Government Code section 12950.1 (Stats. 2004, chapter 933 [AB1825]), and includes all forms of harassment and discrimination in the training.
- The District will continue and expand employee professional growth opportunities through job integration and career ladders.
- The District will continue to provide orientation to all new employees on the principles of EEO.

XIII. PROCESS FOR DEVELOPING AND IMPLEMENTING STRATEGIES THAT PROMOTE DIVERSITY CONT.

The District will review, plan and implement the following:

- The District will expand its equal employment opportunity training on all search committee members.

C. On-going employee training in diversity and equity

The District will continue and expand training in diversity and equity while it coordinates existing efforts into a comprehensive plan.

The District will review and continue the following:

- The District promptly and thoroughly investigates all complaints filed under this chapter, and all harassment and discrimination complaints filed under subchapter 5 (commencing with section 59300) of chapter 10 of this division, and takes appropriate corrective action in all instances where a violation is found.
- The District provides training on elimination of bias in hiring and employment.

XIII. PROCESS FOR DEVELOPING AND IMPLEMENTING STRATEGIES THAT PROMOTE DIVERSITY CONT.

The District will review, plan and implement the following:

- The District conducts surveys of campus climate on a regular basis and will utilize the information that pertains to diversity and equity from the surveys.
- The District will provide more cultural awareness training to members of the campus community
- The District will consider the coordination and expansion of diversity/equity training for its own internal community as well as the external community.

D. Off-boarding of employees

The District discusses the employment relationship with employees who leave the institution to monitor the employment climate in regards to issues which include the impact of diversity in daily work-life of the district.

The District will review and continue the following:

- The District conducts exit interviews with employees who voluntary leave the District.
- The District will review, plan and implement the following:
- The District conducts exit interviews with employees who voluntarily leave the District, maintains a data base of exit interviews, analyzes the data for patterns which impact particular monitored groups, and implements measures that utilize this information.

E. On-Going Assessment and Evaluation of Diversity Measures

- The District audits and/or maintains updated job descriptions and/or job announcements.
- The District conducts longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline.

XIV. GRADUATE ASSUMPTION PROGRAM OF LOANS FOR EDUCATION

[Reference – Ed Code, Sec. 87106(b)(4) and 69618 et seq.]

The Graduate Assumption Program of Loans for Education refers to efforts of the District to encourage college and university students to become qualified for, and seek employment as, community college employees. The District shall research and inform students about programs that may assist them to complete their graduate studies in order to potentially become community college employees.



APPENDIX A

COMMUNITY ORGANIZATIONS AND CONTACT INFORMATION

A Black Education Network (ABEN)

P.O. Box 3134
San Jose, CA 95156
Tel: (408) 977-4188
www.aben4ace.org

American Civil Liberties Union

ACLU Orange County Chapter
1313 West Eighth St.,
Los Angeles, CA 90017
Tel: (Orange County): (714) 450-3962

Asian Pacific American Network

231 East Third Street, Suite G104
Los Angeles, CA 90013
Tel: (213) 473-3030
Fax: (213) 473-3031
www.apanet.org/about.html

Black Chamber of Commerce of Orange County

2323 North Broadway, Suite # 302
Santa Ana, CA 92706
Tel: (714) 547-2646
www.ocblackchamber.com

Diverse: Issues in Higher Education

10520 Warwick Avenue, Suite B-8
Fairfax, VA 22030-3136
Tel: (800) 783-3199 or (703) 385-2981
Fax: (703) 385-1839
www.diverseeducation.com

GLAAACC - African American Chamber of Commerce

5120 W. Goldleaf Circle, Suite # 230
Los Angeles, CA 90056
Tel: (323) 292-1297
Fax: (323) 292-1451
www.glaaacc.org

Japanese American Citizens League

Pacific Southwest Regional Office
244 South San Pedro Street, Suite # 409
Los Angeles, CA 90012
Tel: (213) 626-4471
www.jacl.org

Japanese American Cultural & Community Center

244 S. San Pedro Street
Los Angeles, CA 90012
Tel: (213) 628-2725
Fax: (213) 617-8576
www.jaccc.org/

League of Women Voters Orange County

P. O. Box 10621
Santa Ana, CA 92711-0621
Tel: (714) 245-0567
<http://ocilo.ca.lwvnet.org/>

The LGBT Center OC

1605 N. Spurgeon St.
Santa Ana, CA 92701
Tel: (714) 953-5428
www.lgbtcenteroc.org

Mexican American Legal Defense and Education Fund

634 S. Spring Street, Suite 1100
Los Angeles, CA 90014
Tel: (213) 629-2512
<http://maldef.org>

Mexican American Women's National Association (MANA)

1140 19th Street, NW, Suite # 550
Washington, DC 20036
Tel: (202) 525-5113
www.hermana.org

APPENDIX A

COMMUNITY ORGANIZATIONS AND CONTACT INFORMATION

National Association for the Advancement of Colored People (NAACP)

P.O. Box 1594
Long Beach, CA 90801
Tel: (562) 494-6507
www.naacp-losangeles.org

National Center for Lesbian Rights (NCLR)

NCLR National Office
870 Market Street, Suite 370
San Francisco, CA 94102
Tel: (415) 392-6257
Fax: (415) 392-8442
www.nclrights.org

National Congress of American Indians (NCAI)

1516 P. Street, NW
Washington, DC 20005
Tel: (202) 466-7767
Fax: (202) 466-7797
<http://ncai.org>

National Federation of Filipino American Associations (NFFAA)

1322 18th St NW
Washington, DC 20036-1803
Tel: (202) 803-1353
<http://naffaa.org/>

National Organization for Women (NOW)

1100 H Street NW, Ste. 300
Washington, DC 20005
Tel: (202) 628-8669 (628-8NOW)
www.now.org

North County African American Women's Association

4140 Oceanside Blvd. Suite #159
Oceanside, CA 92056
Tel: (760) 978-6534
<http://www.ncaawa.org/>

National Urban League

80 Pine Street, 9th Floor
New York, NY 10005
Tel: (212) 558-5300
Fax: (212) 344-5332
www.nul.iamempowered.com

Ocapica | Orange County Asian and Pacific Islander Community Alliance

12912 Brookhurst St.
Garden Grove, CA 92840
Tel: (714) 636-9095
<https://www.ocapica.org/>

Orange County Hispanic Chamber of Commerce

1 Banting Suite A
Irvine, CA 92618
Tel: (949) 891-1464
www.ochcc.org

Women's Bureau**Office of the Secretary U.S Department of Labor**

200 Constitution Avenue, NW
Washington, DC 20210
Tel: (202) 693-6710
Fax: (202) 693-6725
www.dol.gov/wb

SOCCCD
EQUAL EMPLOYMENT OPPORTUNITY PLAN
2019-2022



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AN EQUAL OPPORTUNITY EMPLOYER