



**TO:** Chief Executive Officers  
Chief Human Resources Officers  
Chief Instructional Officers  
Chief Student Services Officers  
Chief Business Officers

**FROM:** Dr. Abdimalik Buul, Visiting Executive of Educational Excellence and Equal Employment Opportunity Program

**CC:** Dr. Daisy Gonzales, Interim Chancellor  
Dr. Lizette Navarette, Interim Deputy Chancellor  
Dr. Siria Martinez, Assistant Vice Chancellor, Student Equity and Success

**RE:** Notification of Intent to Award for FY 2023-25 Equal Employment Opportunities (EEO) Innovative Best Practices Grants

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This memorandum is a formal notification of the intent to award the Equal Employment Opportunities Innovative Best Practices Grants (EEO IBP Grants) by the Chancellor's Office Institutional Effectiveness Division (IE) and the Office of the General Counsel (OGC).

Due to the competitive nature and the quality of applications, as well as the ongoing commitment to incentivize local innovation and creativity, the Chancellor's Office has allocated additional funding for this grant fund. As a result, the Chancellor's Office is proudly awarding a total of \$5,651,806 in EEO IBP grant awards to a total of 21 districts.

Pending Board of Governor's approval, as well as the availability of funds, grant commencement will be June 1, 2023. These grants will not be formally awarded until after Board of Governors' approval, and institutions included in this notification should not make public statements indicating the receipt of funding until after Board of Governors' approval. A list of the awarded project applications and the funding amount can be found in the "Intent to Award" table on pages 2 and 3.

### **Grant Overview**

The EEO IBP Grants are awarded to California community college districts to aid institutions that pilot or create innovative DEIA-minded practices related to EEO in the categories of Pre-Hiring Interventions, Post-Hiring Interventions, and Diversity Promising Interventions. The goals of the EEO IBP Grants are twofold:

1. To incentivize local innovation and support the advancement of innovative Diversity, Equity, Inclusion, and Accessibility (DEIA)-minded practices in the EEO areas of pre-hiring, post-hiring, and diversity promising retention practices.

2. To act as a catalyst to both enhance and expand districts’ existing EEO efforts relating to faculty and staff diversity.

**Grant Awards**

All applications were reviewed and competitively scored. Outlined in the “Intent to Award” table are grant awards by district, proposal title, tier, and award amount.

**Protest of Awards**

Applicants have ten (10) business days from the day this memorandum is distributed and posted online to submit a letter of appeal signed by an authorized person. If an appeal is entered during this period, the grants affected will not be awarded until the appeal is resolved. Appeals shall be limited to the grounds that the Review Committee failed to correctly follow the specified processes for reviewing the application, indicating the specific process(es) in dispute. Incomplete or late protest will not be considered. The appeal must specify the grounds of appeal and must be based on the process and/or procedures used in the review and recommendation of application for awards. Protests should be submitted to the Chancellor’s Office at the following email address: [khenderson@cccco.edu](mailto:khenderson@cccco.edu) by 5 p.m. on the 10<sup>th</sup> day after posting.

**Next Steps**

The Chancellor’s Office reserves the right to adjust awards based upon the availability of funds, or fund applications at a lesser amount if it determines, at its sole discretion, that the application can be implemented with less funding, or if funding is not sufficient to fully fund awards. Before the execution of a grant agreement, the Chancellor’s Office staff may contact institutions receiving funding to request adjustments or modifications to the proposal and/or budget.

For questions regarding the EEO IBP Grant awards, please contact Dr. Krystal Henderson, Grant Monitor at [khenderson@cccco.edu](mailto:khenderson@cccco.edu).

**Intent to Award**

<b>College District</b>	<b>Proposal Title</b>	<b>Tier</b>	<b>Award Amount</b>
Allan Hancock Joint CCD	Allan Hancock College Equal Opportunity Innovative Best Practices	2	\$200,000
Cabrillo CCD	Cabrillo's 2023 EEO-Innovative Best Practice Proposal	2	\$200,000
Coast CCD	EEO IBP - Coast CCD	1	\$300,000
Contra Costa CCD	4CD Teaching Excellence Faculty Internship	1	\$300,000
Lake Tahoe CCD	Lake Tahoe Community College Faculty and Staff Onboarding and Mentorship Program	2	\$200,000
Long Beach CCD	LBCC Onboarding Infrastructure Project	1	\$296,429
MiraCosta CCD	MiraCosta College EEO IBP Application	1	\$300,000
Mt. San Antonio CCD	Employee Mentorship and Restorative Justice Programs at Mt. San Antonio College	1	\$300,000

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North Orange County CCD	Boosting Recruitment & Applicants with NOCCCD's DEIAA (BRAND) Intervention	1	\$299,985
Peralta CCD	Equal Employment Opportunity Innovative Best Practices	2	\$155,500
Rancho Santiago CCD	Rancho Academy: an innovative practical pathway to faculty diversity	1	\$300,000
Rio Hondo CCD	Beyond Diversity Initiative	1	\$299,897
San Bernardino CCD	SBCCD EEO Innovative Best Practices	2	\$200,000
San Francisco CCD	The Humanizing Resources Project: Hire, Retain, Celebrate Employee Excellence Project (HRCEEP)	1	\$300,000
Santa Barbara CCD	Disrupting institutional and structural racism: Hiring for Equity and Fostering Belongingness	1	\$299,995
Santa Monica CCD	Santa Monica College - EEO IBP Application	1	\$300,000
Shasta-Tehama-Trinity Joint CCD	Shasta College Advancement of Diversity and Equity through EEO (SCADEE)	2	\$200,000
Sierra Joint CCD	EEO IBP Equal Employment Opportunity (EEO) Innovative Best Practices Grant Application (Sierra College)	1	\$300,000
Sonoma County CCD	SRJC: Cultivating an Ecosystem of Belonging	1	\$300,000
South Orange County CCD	SOCCCD Building Leadership Opportunities through Outstanding Mentorship (BLOOM)	1	\$300,000
State Center CCD	SCCCD Faculty Internship and Diversity Program (FIDP)	1	\$300,000