



PALO VERDE COLLEGE

WHERE KNOWLEDGE TAKES ROOT AND OPPORTUNITY GROWS

Equal Employment Opportunity Plan



2026-2029

Approved by Board of Trustees June 9, 2026

**Palo Verde Community College District
One College Drive
Blythe, California 92225
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PALO VERDE COMMUNITY COLLEGE

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Plan Component I: Introduction

The Palo Verde Community College District (hereinafter referred to as PVC or the District) is proud to present its 2026–2029 Equal Employment Opportunity Plan (hereinafter referred to as the Plan). This Plan affirms the District’s unwavering commitment to equal employment opportunity (EEO) and to advancing diversity, equity, inclusion, and accessibility (DEIA) as essential components of institutional excellence, employee engagement, and student success.

The Plan serves as a living and adaptive framework for the continuous assessment and improvement of the District’s EEO practices. PVC recognizes that cultivating an inclusive and equitable learning and working environment strengthens institutional effectiveness and prepares students, who are at the center of the District’s mission, to participate as responsible, culturally competent contributors in an increasingly interconnected and global society.

The District acknowledges the unique challenges associated with recruiting and retaining employees in a rural community; nevertheless, PVC remains firmly committed to implementing intentional, innovative, and equity-minded strategies to attract, retain, and develop a diverse and highly qualified workforce.

The Plan’s immediate focus is ensuring EEO in the District’s recruitment and hiring policies and practices, in compliance with Title 5 regulations (California Code of Regulations, section 53000 et seq.). In addition, the Plan intentionally broadens the District’s focus beyond hiring to address equity, inclusion, and accessibility across the full employee lifecycle.

Specifically, the Plan includes:

- Requirements to comply with Title 5 regulations governing equal employment opportunity programs;
- The establishment and ongoing role of the Equal Employment Opportunity Advisory Committee;
- Equity-minded strategies and methods to support inclusive employment practices;
- Analysis of the District’s workforce composition and applicant pools; and
- Procedures for dissemination, transparency, accountability, and ongoing engagement related to the Plan.

The District’s commitment to EEO and DEIA is a shared, district-wide responsibility that extends across all divisions, departments, and employee groups. The Human Resources Department holds primary responsibility for the development, implementation, coordination, and systematic evaluation of the Plan and serves as the central entity responsible for ensuring regulatory compliance, institutional consistency, data-informed decision-making, and continuous improvement.

The Plan, along with any subsequent updates, is reviewed through the District’s EEO Advisory Committee and applicable shared governance processes. Final review and approval of the Plan rests with the District’s Governing Board. In accordance with California Community Colleges Chancellor’s Office requirements, the Plan is comprehensively reviewed and updated every three (3) years. In addition, the District submits an annual Equal Employment Opportunity Plan recertification to the California Community Colleges Chancellor’s Office, which is reviewed and approved by the District’s Governing Board to affirm continued compliance and commitment.

The District welcomes ongoing collaboration, and participation from faculty, staff, administrators, students, and community partners in advancing the goals outlined in this Plan and in fostering a campus culture grounded in equity, inclusion, and belonging

Ed Kradsor

Interim Superintendent/President

Plan Component II: Definitions

1. *Adverse Impact*: a disproportionate negative impact to a group protected from discrimination pursuant to Government Code section 12940, arising from the effects of an employment practice as determined according to a valid statistical measure (such as those outlined in the EEO Commission's *Uniform Guidelines on Employee Selection Procedures*)
2. *Diversity*: a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. The achievement of diversity within a workforce requires the presence, respectful treatment, and inclusion of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, gender identity, sexual orientation, disability and socio-economic backgrounds, in all aspects of the workplace.

The myriad of ways in which people differ, including the psychological, physical, cognitive, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.

3. *Equal Employment Opportunity*: means that 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, in all job categories. Equal employment opportunity also involves: (1) identifying and eliminating barriers to employment that are not job related, such as reliance on preferred job qualifications that do not reasonably predict job performance; (2) updating job descriptions and/or job announcements to reflect accurately the knowledge, skills and abilities of the position, including a commitment to equity; and (3) creating an environment which fosters cooperation, acceptance, democracy, and free expression of ideas, and is welcoming to all persons free from discrimination related to the categories protected by Government Code section 12940.
4. *Equal Employment Opportunity Plan*: a written document that describes the District's EEO program. The District's EEO plan shall include: 1) analysis of the District's work force; and 2) descriptions of the District's program and strategies, informed by the District's work force analysis, that it is implementing or will implement, to promote equal employment opportunity.
5. *Equal Employment Opportunity Programs*: refers to the combination of District strategies implemented to promote equal employment opportunity. Such programs should be informed by the District's longitudinal workforce and applicant analyses.
6. *In-house or Promotional Only Hiring*: means that only existing District employees are eligible for a position.
7. *Job categories*: includes executive/administrative/managerial, faculty and other instructional staff, professional non-faculty, secretarial/clerical, technical and paraprofessional, skilled crafts, and service and maintenance.
8. *Monitored Group*: means the groups for which districts must provide demographic data pursuant to section 53004.

9. *Person with a Disability*: means 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. A person with a disability is "limited" if the condition makes the achievement of the major life activity difficult.
10. *Reasonable Accommodation*: the efforts made on the part of the District in compliance with Government Code section 12926.
11. *Screening or Selection Procedures*: means any measure, combination of measures, or procedure used as a basis for any employment decision. Selection procedures include the full range of assessment techniques, including performance tests, physical, educational, and work experience requirements, interviews, application reviews, reference checks, and similar techniques. Screening and selection procedures shall also include consideration of equivalencies pursuant to section 53430.
12. *Underrepresented Group*: any monitored group for which the percentage of persons from that group employed by the District in a job category is below eighty percent (80%) of the projected representation for that group and job category.

Plan Component III: Policy Statement

The Palo Verde Community College District is committed to equal employment opportunity principles and practices. The District is also committed to principles of diversity and inclusion which are fundamental elements of higher education to ensure equity, retention and success.

As reflected in this EEO Plan, 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 opportunities, and are not subject to discrimination in any program or activity of the District on the basis of ethnic group identification, race, color, national origin, religion, age, gender, gender identity, disability, ancestry, sexual orientation, language, accent, citizenship status, transgender, parental status, marital status, economic status, socio-economic backgrounds, veteran status, medical condition, 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 people, including those in legally protected categories, to ensure the District provides an inclusive educational and employment environment. Such an environment fosters cooperation, collaboration, acceptance, democracy, and free expression of ideas.

The Plan will be maintained to ensure the implementation of equal employment opportunity principles that conform to federal and state laws.

[Board Policy 3420 - Equal Employment Opportunity](#)

The Board supports the intent set forth by the California Legislature to assure that effort is made to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of faculty and staff from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, mutual understanding and respect, harmony and respect, and suitable role models for all students. The Board therefore commits itself to promote the total realization of equal employment through a continuing equal employment opportunity program.

The Superintendent/President shall develop, for review and adoption by the Board, a plan for equal employment opportunity that complies with the Education Code and Title 5 requirements as from time to time modified or clarified by judicial interpretation.

Plan Component IV: Delegation of Responsibility, Authority and Compliance

It is the goal of the Palo Verde Community College District that all employees promote and support equal employment opportunity because equal employment opportunity requires a commitment and a contribution from every segment of the District. The general responsibilities for the prompt and effective implementation of this Plan are set forth below.

1. *Governing Board* – The governing board is ultimately responsible for proper implementation of the District's Plan at all levels of District and college operation, and for ensuring equal employment opportunity as described in the Plan and for making measurable progress toward equal employment opportunity. The Governing Board is responsible for adopting a Plan that is in compliance with the provisions of the California Code of Regulations. Further, the Board of Trustees will oversee the Superintendent/President's responsibility to ensure the EEO Plan shall:
 - a. Be developed in collaboration with the District's Equal Employment Advisory Committee.
 - b. Be reviewed and adopted at a regular meeting of the Board of Trustees where it is agendaized as a separate action item.
 - c. Cover a period of 3 years, after which a new or revised plan shall be adopted.
 - d. Be submitted to the State Chancellor's Office at least 90 days prior to its adoption. Comments received from the Chancellor's Office on the proposed plan must be presented to the governing board prior to adoption. See Section 53003 (a) and Section 53020 (a).
2. *Superintendent/President* – The governing board delegates to the Superintendent/President the responsibility for ongoing implementation of the Plan and for providing leadership in supporting the District's equal employment opportunity policies and procedures. The chief executive officer shall advise the governing board concerning statewide policy emanation from the Board of Governors of the California Community Colleges and direct the publication of an annual report on Plan implementation. The Superintendent/President shall evaluate the performance of all administrative staff who report directly to them on their ability to follow and implement the Plan.
3. *Equal Employment Opportunity Officer* – The District has designated the Vice President of Human Resources, or designee, as its equal employment opportunity officer who is responsible for the day-to-day implementation of the Plan. If the designation of the equal employment opportunity 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 equal employment opportunity officer is also responsible for receiving complaints described in Plan Component 6 and for ensuring that applicant polls and selection procedures are properly monitored.

4. *Equal Employment Opportunity Advisory Committee* – The District will establish an Equal Employment Opportunity Advisory Committee to act as an advisory body to the equal employment opportunity officer and the District as a whole to promote understanding and support of equal employment opportunity policies and procedures. The Equal Employment Opportunity Advisory Committees shall assist in the development and implementation of the Plan in conformance with state and federal regulations and guidelines, monitor equal employment opportunity progress, and provide 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 governing board with regard to the recruitment and screening of personnel is an agent of the District and is subject to all the requirements of this Plan.
6. *Good Faith Effort* – The District shall make a continuous good faith effort to comply with all the requirements of its Plan.

Plan Component V: Advisory Committee

The District has established an Equal Employment Opportunity Advisory Committee to assist the District in developing, implementing, and revising 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 employment opportunities, nondiscrimination, retention, and diversity. The equal opportunity officer shall train the members of the advisory committee, as well as members of the Districts Governing Board, with training on the requirements of subchapter 53000 and state and federal nondiscrimination laws, identification and elimination of bias in hiring, educational benefits of workforce diversity, and the role of the advisory committee in drafting and implementing the District's Plan. The committee acts in an advisory capacity to the Vice President of Human Resources.

The EEO Advisory Committee shall include a diverse membership. A substantial good-faith effort to maintain a diverse membership is expected.

1. This advisory committee, as well as the Board of Trustees, shall receive training in all the following areas as required in Title 5, Section 53005:
 - a. The requirements of Title 5, Section 53003 and of state and federal nondiscrimination laws;
 - b. Identification and elimination of bias in hiring;
 - c. The educational benefits of workplace diversity; and
 - d. The role of the advisory committee in drafting and implementing the District's EEO Plan.
2. The Equal Employment Advisory Committee consists of 10 members and may also include ex officio members such as the Title IX Officer. The committee is composed of a diverse group of representatives, one representative from each constituent group and one community member.
 1. Chair – Executive Director Employee Relations, Professional Development, & Diversity
 2. Academic Senate
 3. Administration
 4. Associated Student Government Representative
 5. Classified
 6. Community
 7. Equal Employment Opportunity Officer Assistant
 8. Faculty
 9. Human Resources Staff
 10. Management/Confidential

The Equal Employment Opportunity 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.

Plan Component VI: Complaints

1. *Complaints Alleging Violation of the Equal Employment Opportunity Regulations (Section 53026).* The District has established the following process permitting any person to file a complaint alleging violations of employment-related requirements. Any person who believes that the equal employment opportunity regulations have been violated may file a complaint describing the alleged violation through the following process:
 - a. The complaint may be written or verbal and shall be filed with the equal employment officer. If the complaint involves the equal employment officer, the complaint may be filed with the chief executive officer.
 - b. The complaint must allege a violation of the equal employment opportunity regulations.
 - c. All complaints 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(s).
 - d. Employment-related complaints must be filed within 180 days of the date the alleged violation, however it is strongly encouraged that complaints are filed as soon as possible.

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.

To the extent practicable, 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 an estimated date of completion.

In the event that a complaint filed under section 53026 alleges unlawful discrimination, it will be processed according to the requirements of section 59300 et seq.

2. *Complaints Alleging Unlawful Discrimination or Harassment (Section 59300 et seq.)* The District has adopted procedures for complaints alleging unlawful discrimination or harassment. The Assistant Superintendent/Vice President of Human Resources is responsible for receiving such complaints and for coordinating their investigation. Campus complaint officers may be assigned investigation responsibilities. The procedure for filling an Unlawful Discrimination Complaint are outlined in Administrative Procedure 3435.

Plan Component VII: Notification to District Employees

The commitment of the Board of Trustees and the Superintendent/President to equal employment opportunity is emphasized through the broad dissemination of its Equal Employment Opportunity policy statement and the Plan. The policy statement will be included in the college catalog and class schedule. The Plan and subsequent revisions will be distributed to the District's Board of Trustees, the Superintendent/President, administrators, faculty, classified staff, 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 Human Resources department 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.

Plan Component VIII: Training for Screening/Selection Committees

Any organization or individual, whether or not an employee of the District, who is involved in the recruitment, screening and interviewing of applicants 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 Equal Employment Opportunity Plan; the District's policies on nondiscrimination, recruitment, and hiring; training on elimination of bias in hiring and employment; principles of diversity and cultural proficiency; and the educational benefits and value of a diverse workforce. Persons serving in the above capacities will be required to undergo training within the 12 months prior to the beginning of service on a committee. This training is mandatory; individuals who have not received this training will not be allowed to serve on a screening/interview committee. The Equal Employment Opportunity Officer is responsible for providing the required training. Any individual, whether or not an employee of the District, acting on behalf of the District with regard to recruitment and screening of applicants, is subject to the equal employment opportunity requirements of Title 5 and the District's Equal Employment Opportunity Plan. Screening committees shall include a diverse membership, whenever possible, to ensure a variety of perspectives are included in the assessment of applicants. (Section 53024(e)).

Plan Component IX: Annual Written Notice to Community Organizations

The Equal Employment Opportunity 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 internet address where the District advertises its job openings and the Human Resources department phone number to call in order to obtain information about employment.

The District will actively seek to reach a diverse selection of recruitment sources, especially for underrepresented populations, such as various institutions, organizations, especially for underrepresented populations. A list of organizations that will receive this notice is attached as Appendix A of this plan. This list may be revised as necessary.

Plan Component X: Analysis of District Workforce and Applicant Pool

The Human Resources Department will annually survey the District's workforce composition and shall monitor applicants for employment on an ongoing basis to evaluate the District's progress in implementing the Plan, to provide data needed for the reports required by this Plan and to determine whether any monitored group is underrepresented. Monitored groups are men, women, nonbinary, American Indians or Alaskan natives, Asians or Pacific Islanders, Blacks/African-Americans, Hispanics/Latinos, Filipino, Other, White, persons with disabilities, and Veterans.

For purposes of the analysis, applicants and employees are afforded the opportunity to voluntarily identify their gender (including non-binary options), ethnic group identification and, if applicable, their disability and/or veteran status. The composition of the initial applicant pool is recorded and reviewed by the Equal Employment Officer or designee. Persons may designate as many ethnicities as they identify with. This information is kept confidential 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 and, if necessary, revised based on an analysis of the ethnic group identification, gender, 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. Technical and Paraprofessional
5. Service and Maintenance
6. Skilled Crafts
7. Secretarial/Clerical

The District's workforce and applicant pools for fiscal year 2023-26 are as follows.

District Workforce Analysis

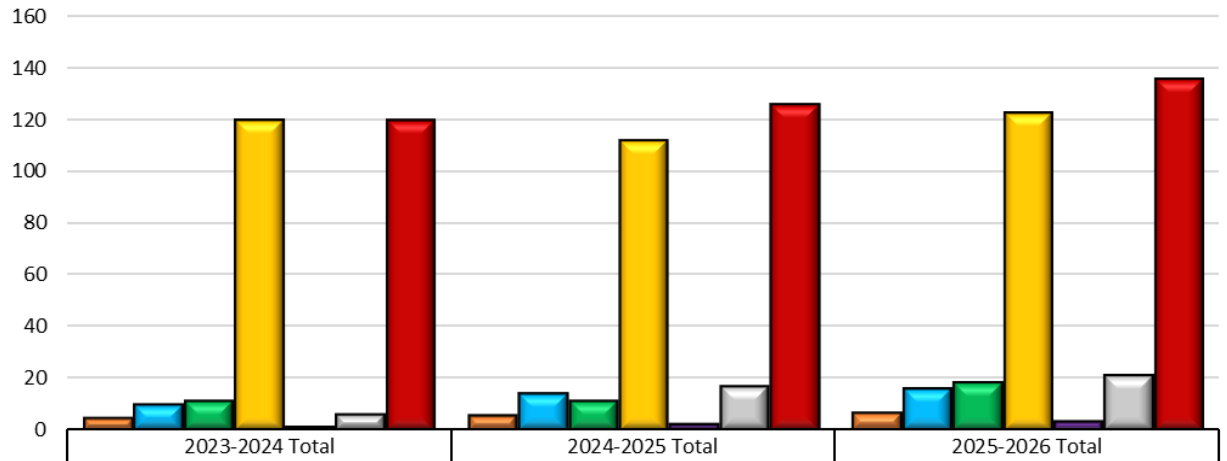
Provided is a 3-year analysis of the Palo Verde Community College workforce from 2023-2024, 2024-2025, and 2025-2026.

Workforce Analysis Chart
2023-2026

Term	Classification	American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other/Unknown		White		Disabled		Veterans		Gender						Total Staff
																				Male		Female		Nonbinary		
2023-2024	Exec/Admin /Man	1	4.00%	1	4.00%	2	8.00%	9	36.00%		0.00%		0.00%	12	48.00%		0.00%		0.00%	7	28.00%	18	72.00%		0.00%	25
	Faculty & Instr. Staff	3	2.16%	7	5.04%	2	1.44%	40	28.78%	1	0.72%	3	2.16%	83	59.71%	1	0.72%		0.00%	72	51.80%	67	48.20%		0.00%	139
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%	1	1.96%	1	1.96%	34	66.67%		0.00%		0.00%	15	29.41%	1	1.96%		0.00%	9	17.65%	42	82.35%		0.00%	51
	Service & Maint		0.00%		0.00%		0.00%	9	69.23%		0.00%	2	15.38%	2	15.38%		0.00%		0.00%	9	69.23%	4	30.77%		0.00%	13
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical		0.00%	1	2.27%	6	13.64%	28	63.64%		0.00%	1	2.27%	8	18.18%		0.00%		0.00%	16	36.36%	28	63.64%		0.00%	44
2023-2024 Total		4	1.47%	10	3.68%	11	4.04%	120	44.12%	1	0.37%	6	2.21%	120	44.12%	2	0.74%	0	0.00%	113	41.54%	159	58.46%	0	0.00%	272
2024-2025	Exec/Admin /Man	1	3.13%	1	3.13%	2	6.25%	11	34.38%		0.00%	1	3.13%	16	50.00%	1	3.13%		0.00%	7	21.88%	25	78.13%		0.00%	32
	Faculty & Instr. Staff	3	2.01%	10	6.71%	2	1.34%	41	27.52%	1	0.67%	5	3.36%	87	58.39%	1	0.67%	3	2.01%	75	50.34%	74	49.66%		0.00%	149
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%	2	3.70%	2	3.70%	34	62.96%	1	1.85%	1	1.85%	14	25.93%	2	3.70%	1	1.85%	11	20.37%	43	79.63%		0.00%	54
	Service & Maint		0.00%		0.00%	1	6.25%	9	56.25%		0.00%	2	12.50%	4	25.00%		0.00%		0.00%	8	50.00%	8	50.00%		0.00%	16
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical	1	2.78%	1	2.78%	4	11.11%	17	47.22%		0.00%	8	22.22%	5	13.89%	1	2.78%		0.00%	14	38.89%	21	58.33%	1	2.78%	36
2024-2025 Total		5	1.74%	14	4.88%	11	3.83%	112	39.02%	2	0.70%	17	5.92%	126	43.90%	5	1.74%	4	1.39%	115	40.07%	171	59.58%	1	0.35%	287
2025-2026	Exec/Admin /Man	1	3.03%	2	6.06%	4	12.12%	11	33.33%		0.00%	2	6.06%	13	39.39%	1	3.03%		0.00%	11	33.33%	22	66.67%		0.00%	33
	Faculty & Instr. Staff	3	1.76%	12	7.06%	5	2.94%	46	27.06%	1	0.59%	7	4.12%	96	56.47%	1	0.59%		0.00%	86	50.59%	84	49.41%		0.00%	170
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%	2	3.33%	3	5.00%	35	58.33%	1	1.67%	2	3.33%	17	28.33%	3	5.00%		0.00%	11	18.33%	49	81.67%		0.00%	60
	Service & Maint		0.00%		0.00%	1	6.67%	9	60.00%		0.00%	2	13.33%	3	20.00%		0.00%		0.00%	10	66.67%	5	33.33%		0.00%	15
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical	2	4.44%		0.00%	5	11.11%	22	48.89%	1	2.22%	8	17.78%	7	15.56%	6	13.33%		0.00%	14	31.11%	30	66.67%	1	2.22%	45
2025-2026 Total		6	1.86%	16	4.95%	18	5.57%	123	38.08%	3	0.93%	21	6.50%	136	42.11%	11	3.41%	0	0.00%	132	40.87%	190	58.82%	1	0.31%	323
Grand Total		15	1.70%	40	4.54%	40	4.54%	355	40.25%	6	0.68%	44	4.99%	382	43.31%	18	2.04%	4	0.45%	360	40.82%	520	58.96%	2	0.23%	882

Workforce Analysis Graphs: 2023-2026

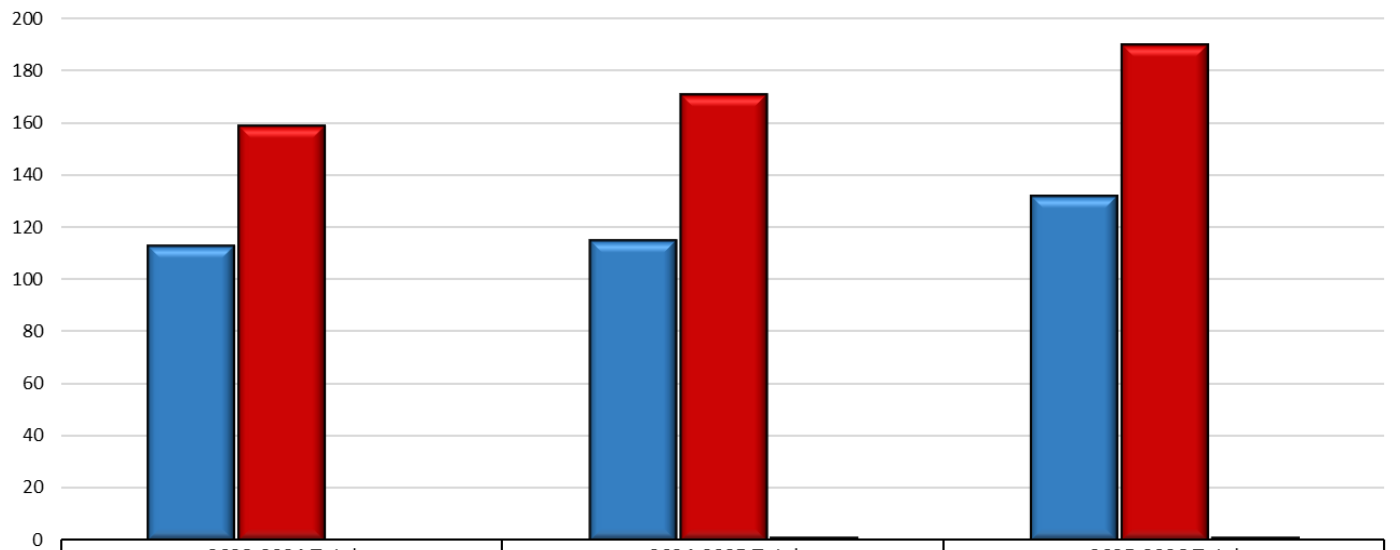
Workforce Diversity



	2023-2024 Total	2024-2025 Total	2025-2026 Total
American Indian / Alaska Native	4	5	6
Asian / Pacific Islander	10	14	16
Black or African American	11	11	18
Hispanic	120	112	123
Filipino	1	2	3
Other/Unknown	6	17	21
White	120	126	136

■ American Indian / Alaska Native
 ■ Asian / Pacific Islander
 ■ Black or African American
 ■ Hispanic
 ■ Filipino
 ■ Other/Unknown
 ■ White

Workforce Gender



	2023-2024 Total	2024-2025 Total	2025-2026 Total
Male	113	115	132
Female	159	171	190
Nonbinary	0	1	1

■ Male
 ■ Female
 ■ Nonbinary

WORKFORCE ANALYSIS

As of July 1, 2025, the United States Census data indicates that Blythe is a predominantly Hispanic/Latino community (58.2%), with White residents comprising 27.1% and African Americans 12.9%. Other racial and ethnic groups make up smaller proportions of the population, including Two or More Races (15.4%), Asian (1.8%), American Indian (1.9%), and Native Hawaiian/Pacific Islander (0.4%). Females account for 33.9% of the reported population, though this figure may be understated due to voluntary self-reporting.

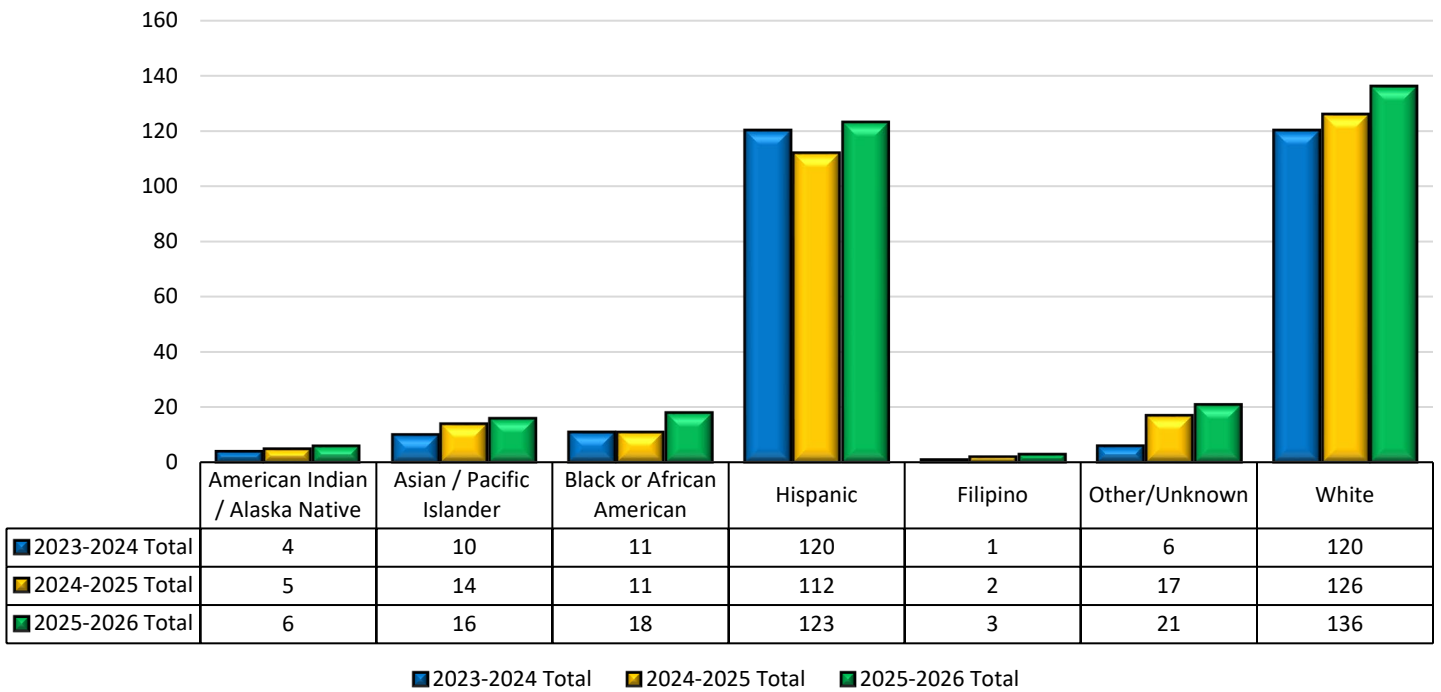
The three-year (2023–2026) workforce analysis reflects steady institutional growth and continued progress toward maintaining a diverse workforce. During the review period, total staffing increased by 51 employees, and this growth did not disproportionately reduce diversity, indicating that expanded hiring activity did not result in regression of equity efforts. Representation among major racial and ethnic groups remained generally stable, with slight increases observed across multiple categories.

Hispanic/Latino employees continue to represent the largest racial and ethnic group within the workforce; however, their overall representation remains below that of the surrounding community, particularly within faculty and administrative classifications. Leadership and instructional positions continue to reflect a higher proportion of White employees, highlighting opportunities for targeted recruitment, professional development, and advancement strategies. Smaller racial and ethnic groups remain represented at lower levels, a pattern consistent with rural labor force availability and regional demographic constraints, yet one that remains relevant for ongoing Equal Employment Opportunity monitoring and evaluation.

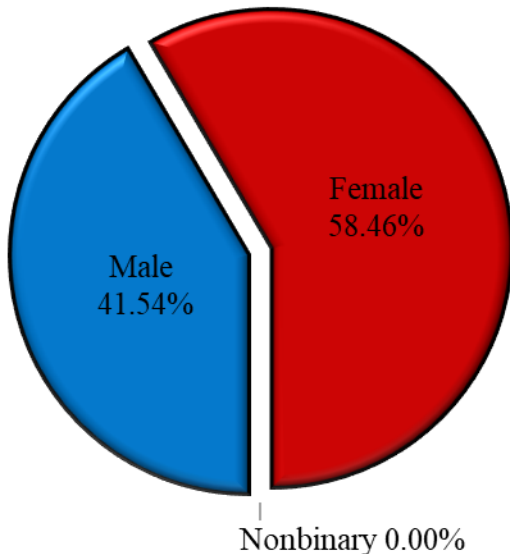
Gender equity remained strong and stable across all years of the analysis. Limitations in disability and veteran representation are consistent with voluntary self-identification practices and should be interpreted with caution. Overall, the data demonstrates forward movement toward workforce representation that reflects the service area, supported by ongoing review through the District EEO Advisory Committee and informed by transparent acknowledgment of data limitations associated with voluntary self-identification.

Differences in overall Workforce Diversity from 2023-2026:

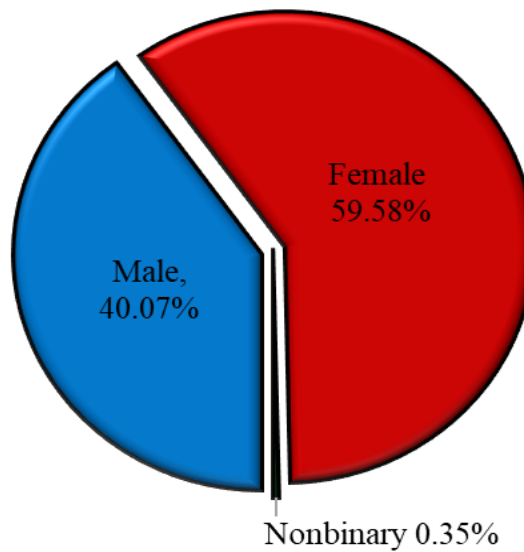
Analysis of Workforce Diversity



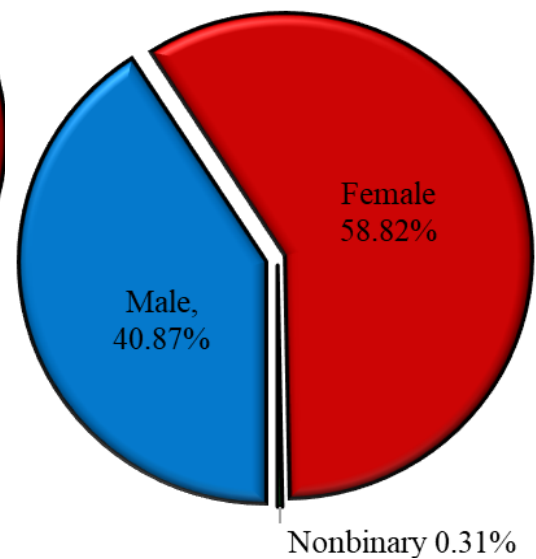
Gender Workforce '23-'24



Gender Workforce '24-'25



Gender Workforce '25-'26



Analysis of Applicant Pool 2030-2026*

Data is only through December 2025, due to plan renewal being before Fiscal Year closes

Term	Classification	American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Disabled		Veterans		Gender						Total Applications
																				Male		Female		Nonbinary		
2023- 2024	Exec/Admin /Man	4	1.89%	28	13.21%	28	13.21%	62	29.25%	4	1.89%	17	8.02%	69	32.55%	20	9.43%	12	5.66%	101	47.64%	109	51.42%	2	0.94%	212
	Faculty & Instr. Staff	7	2.69%	27	10.38%	27	10.38%	63	24.23%	3	1.15%	24	9.23%	109	41.92%	34	13.08%	11	4.23%	143	55.00%	112	43.08%	5	1.92%	260
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	4	1.53%	21	8.05%	13	4.98%	137	52.49%	5	1.92%	16	6.13%	65	24.90%	28	10.73%	8	3.07%	51	19.54%	210	80.46%		0.00%	261
	Service & Maint		0.00%		0.00%	5	0.00%	22	0.00%		0.00%	2	0.00%	11	0.00%	5	0.00%	1	0.00%	34	0.00%	5	0.00%	1	0.00%	40
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical		0.00%	1	1.11%	16	17.78%	53	58.89%		0.00%	5	5.56%	15	16.67%	9	10.00%		0.00%	31	34.44%	58	64.44%	1	1.11%	90
2023-2024 Total		15	1.74%	77	8.92%	89	10.31%	337	39.05%	12	1.39%	64	7.42%	269	31.17%	96	11.12%	32	3.71%	360	41.71%	494	57.24%	9	1.04%	863
2024- 2025	Exec/Admin /Man	8	3.20%	35	14.00%	27	10.80%	101	40.40%	2	0.80%	20	8.00%	57	22.80%	21	8.40%	10	4.00%	97	38.80%	151	60.40%	2	0.80%	250
	Faculty & Instr. Staff	7	4.43%	11	6.96%	15	9.49%	49	31.01%		0.00%	15	9.49%	61	38.61%	28	17.72%	11	6.96%	72	45.57%	81	51.27%	5	3.16%	158
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	2	0.82%	26	10.70%	5	2.06%	134	55.14%	1	0.41%	10	4.12%	65	26.75%	14	5.76%		0.00%	53	21.81%	189	77.78%	1	0.41%	243
	Service & Maint	2	0.00%		0.00%	6	0.00%	66	0.00%		0.00%	1	0.00%	21	0.00%	8	0.00%	1	0.00%	88	0.00%	8	0.00%		0.00%	96
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical	4	3.57%	1	0.89%	18	16.07%	67	59.82%		0.00%	4	3.57%	18	16.07%	11	9.82%		0.00%	32	28.57%	79	70.54%	1	0.89%	112
2024-2025 Total		23	2.68%	73	8.50%	71	8.27%	417	48.54%	3	0.35%	50	5.82%	222	25.84%	82	9.55%	22	2.56%	342	39.81%	508	59.14%	9	1.05%	859
2025- 2026 *Not a full year	Exec/Admin /Man	2	2.20%	27	29.67%	16	17.58%	21	23.08%		0.00%	5	5.49%	20	21.98%	7	7.69%	5	5.49%	54	59.34%	36	39.56%	1	1.10%	91
	Faculty & Instr. Staff	6	4.23%	9	6.34%	19	13.38%	50	35.21%	1	0.70%	15	10.56%	42	29.58%	14	9.86%	6	4.23%	58	40.85%	82	57.75%	2	1.41%	142
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	1	1.32%	3	3.95%	5	6.58%	39	51.32%		0.00%	4	5.26%	24	31.58%	11	14.47%	1	1.32%	9	11.84%	66	86.84%	1	1.32%	76
	Service & Maint		0.00%		0.00%	2	0.00%	5	0.00%		0.00%		0.00%	3	0.00%	2	0.00%		0.00%	5	0.00%	5	0.00%		0.00%	10
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
Secretarial /Clerical	2	2.70%	2	2.70%	12	16.22%	40	54.05%		0.00%	2	2.70%	16	21.62%	19	25.68%		0.00%	20	27.03%	53	71.62%	1	1.35%	74	
2025-2026 Total		11	2.80%	41	10.43%	54	13.74%	155	39.44%	1	0.25%	26	6.62%	105	26.72%	53	13.49%	12	3.05%	146	37.15%	242	61.58%	5	1.27%	393
Grand Total		49	2.32%	191	9.03%	214	10.12%	909	42.98%	16	0.76%	140	6.62%	596	28.18%	231	10.92%	66	3.12%	848	40.09%	1244	58.82%	23	1.09%	2115

INITIAL APPLICANT POOL ANALYSIS

The three-year applicant pool analysis for Palo Verde College reflects a consistently diverse and stable population of candidates across most employment classifications. Hispanic/Latino applicants constitute the largest racial and ethnic group within the applicant pool, with representation that generally exceeds corresponding workforce representation. Applicant participation among Black/African American and Asian/Pacific Islander groups is also proportionally higher than observed workforce outcomes in several classifications, particularly faculty and administrative positions.

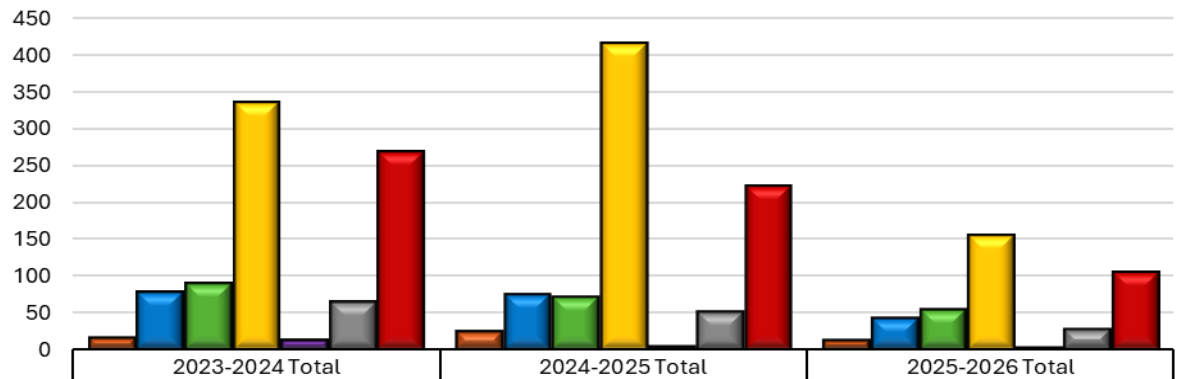
The observed differences between applicant pool composition and workforce representation suggest that disparities are not attributable to recruitment or outreach limitations, but rather warrant continued review of selection, hiring, and advancement processes. Gender distribution within the applicant pool remained stable across all years and closely aligned with workforce patterns. Reported disability and veteran status was more prevalent among applicants than among employees, reinforcing the impact of voluntary self-identification on workforce data.

Overall, the applicant pool data supports ongoing Equal Employment Opportunity monitoring and compliance by providing evidence of broad applicant availability across protected groups. These findings inform data-driven evaluation of employment practices and will continue to be reviewed by the District EEO Advisory Committee, with consideration given to documented data limitations, including voluntary demographic disclosure and partial-year reporting.

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Differences in overall Applicant Diversity from 2023-2026:

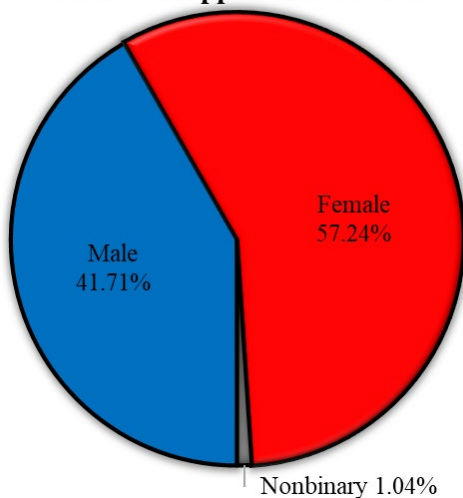
Diversity of Applicants



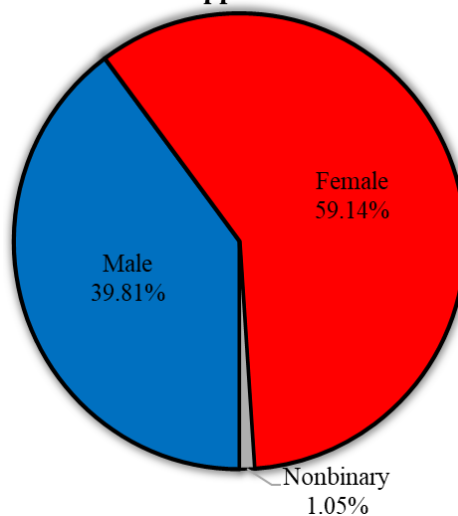
	2023-2024 Total	2024-2025 Total	2025-2026 Total
American Indian / Alaska Native	15	23	11
Asian / Pacific Islander	77	73	41
Black or African American	89	71	54
Hispanic	337	417	155
Filipino	12	3	1
Other	64	50	26
White	269	222	105

■ American Indian / Alaska Native
 ■ Asian / Pacific Islander
 ■ Black or African American
 ■ Hispanic
 ■ Filipino
 ■ Other
 ■ White

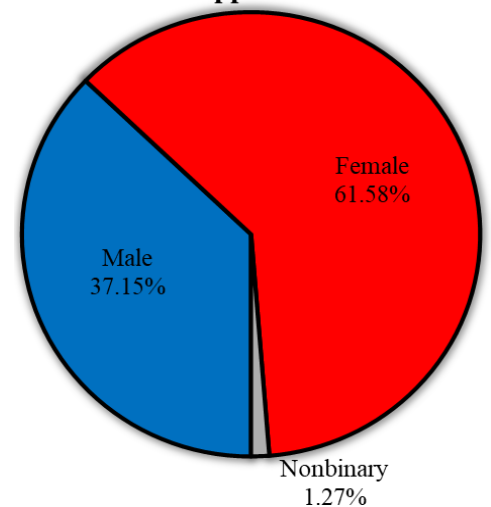
Gender of Applicants: '23-'24



Gender of Applicants: '24-'25



Gender of Applicants: '25-'26

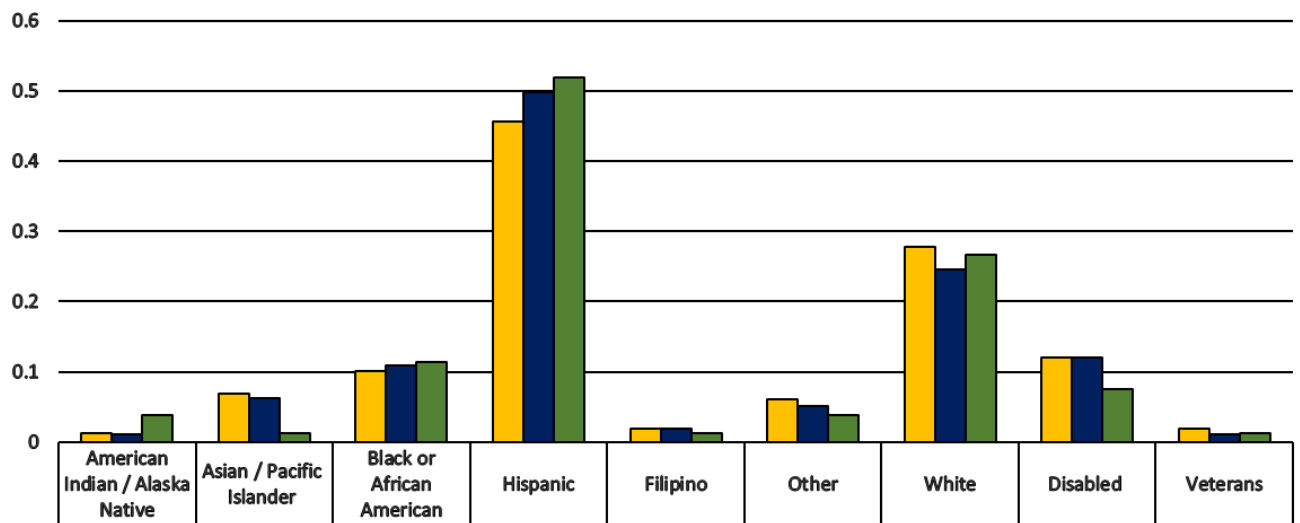


Analysis of Qualified Applicants, Recommended for Interviews, and Hired Applicants
2023-2024

	Classification	American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Disabled		Veterans		Gender						Total Applications
																				Male		Female		Nonbinary		
2023-2024	Exec/Admin /Man	4	1.89%	28	13.21%	28	13.21%	62	29.25%	4	1.89%	17	8.02%	69	32.55%	20	9.43%	12	5.66%	101	47.64%	109	51.42%	2	0.94%	212
	Faculty & Instr. Staff	7	2.69%	27	10.38%	27	10.38%	63	24.23%	3	1.15%	24	9.23%	109	41.92%	34	13.08%	11	4.23%	143	55.00%	112	43.08%	5	1.92%	260
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	4	1.53%	21	8.05%	13	4.98%	137	52.49%	5	1.92%	16	6.13%	65	24.90%	28	10.73%	8	3.07%	51	19.54%	210	80.46%		0.00%	261
	Service & Maint		0.00%		0.00%	5	0.00%	22	0.00%		0.00%	2	0.00%	11	0.00%	5	0.00%	1	0.00%	34	0.00%	5	0.00%	1	0.00%	40
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical		0.00%	1	1.11%	16	17.78%	53	58.89%		0.00%	5	5.56%	15	16.67%	9	10.00%		0.00%	31	34.44%	58	64.44%	1	1.11%	90
2023-2024 Total		15	1.74%	77	8.92%	89	10.31%	337	39.05%	12	1.39%	64	7.42%	269	31.17%	96	11.12%	32	3.71%	360	41.71%	494	57.24%	9	1.04%	863
Qualified Applicant Pool	Exec/Admin /Man	1	1.00%	11	11.00%	11	11.00%	30	30.00%	2	2.00%	9	9.00%	36	36.00%	11	11.00%	5	5.00%	54	54.00%	45	45.00%	1	1.00%	100
	Faculty & Instr. Staff	1	2.27%	4	9.09%	2	4.55%	13	29.55%	1	2.27%	2	4.55%	21	47.73%	7	15.91%	1	2.27%	24	54.55%	19	43.18%	1	2.27%	44
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	2	2.11%	6	6.32%	5	5.26%	55	57.89%	3	3.16%	5	5.26%	18	18.95%	12	12.63%		0.00%	16	16.84%	79	83.16%		0.00%	95
	Service & Maint		0.00%		0.00%		0.00%	8	72.73%		0.00%		0.00%	3	27.27%	1	9.09%		0.00%	11	100.00%		0.00%		0.00%	11
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical		0.00%	1	1.52%	14	21.21%	38	57.58%		0.00%	3	4.55%	10	15.15%	7	10.61%		0.00%	27	40.91%	38	57.58%	1	1.52%	66
Total Qualified Pool		4	1.27%	22	6.96%	32	10.13%	144	45.57%	6	1.90%	19	6.01%	88	27.85%	38	12.03%	6	1.90%	132	41.77%	181	57.28%	3	0.95%	316
Applicants Recommended for Interview	Exec/Admin /Man		0.00%	6	9.38%	9	14.06%	23	35.94%	2	3.13%	3	4.69%	21	32.81%	6	9.38%	2	3.13%	28	43.75%	35	54.69%	1	1.56%	64
	Faculty & Instr. Staff	1	2.78%	4	11.11%	1	2.78%	11	30.56%		0.00%	2	5.56%	17	47.22%	6	16.67%	1	2.78%	19	52.78%	17	47.22%		0.00%	36
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	2	2.50%	5	6.25%	4	5.00%	48	60.00%	3	3.75%	5	6.25%	12	15.00%	11	13.75%		0.00%	13	16.25%	67	83.75%		0.00%	80
	Service & Maint		0.00%		0.00%		0.00%	8	72.73%		0.00%		0.00%	3	27.27%	1	9.09%		0.00%	11	100.00%		0.00%		0.00%	11
	Skilled Crafts		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Secretarial /Clerical		0.00%	1	1.52%	14	21.21%	38	57.58%		0.00%	3	4.55%	10	15.15%	7	10.61%		0.00%	27	40.91%	38	57.58%	1	1.52%	66
Total Recommended		3	1.17%	16	6.23%	28	10.89%	128	49.81%	5	1.95%	13	5.06%	63	24.51%	31	12.06%	3	1.17%	98	38.13%	157	61.09%	2	0.78%	257
Hired		3	3.80%	1	1.27%	9	11.39%	41	51.90%	1	1.27%	3	3.80%	21	26.58%	6	7.59%	1	1.27%	29	36.71%	50	63.29%	0	0.00%	79

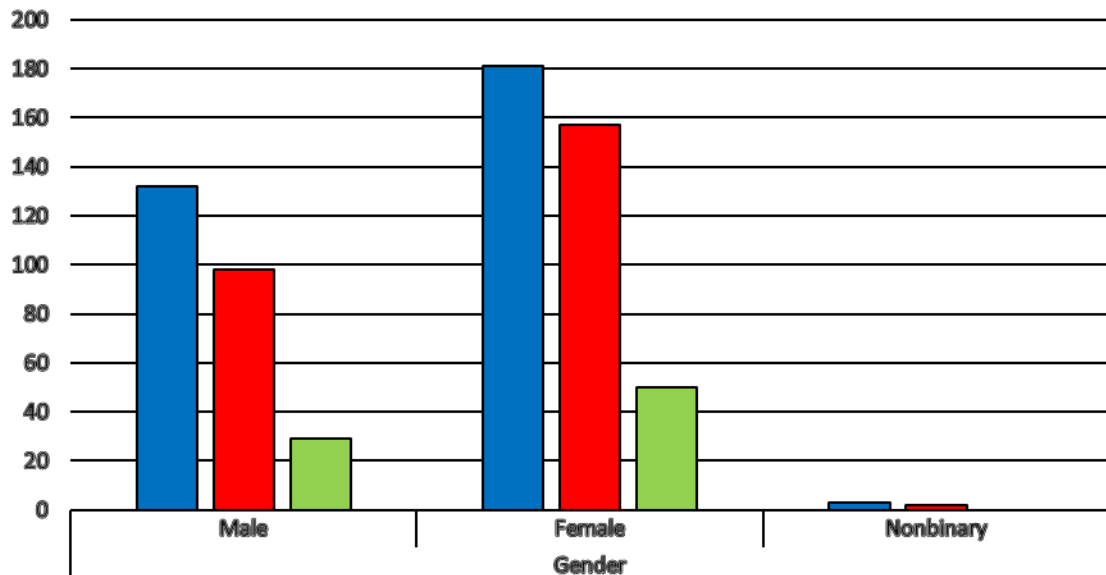
Analysis of Qualified Applicants Recommended for Interviews and Hired 2023-2024:

Qualified Applicants vs Recommended for Interviews vs Hired 2023-2024



■ Total Qualified Pool ■ Total Recommended ■ Hired

Gender of Qualified Applicants vs Recommended for Interviews



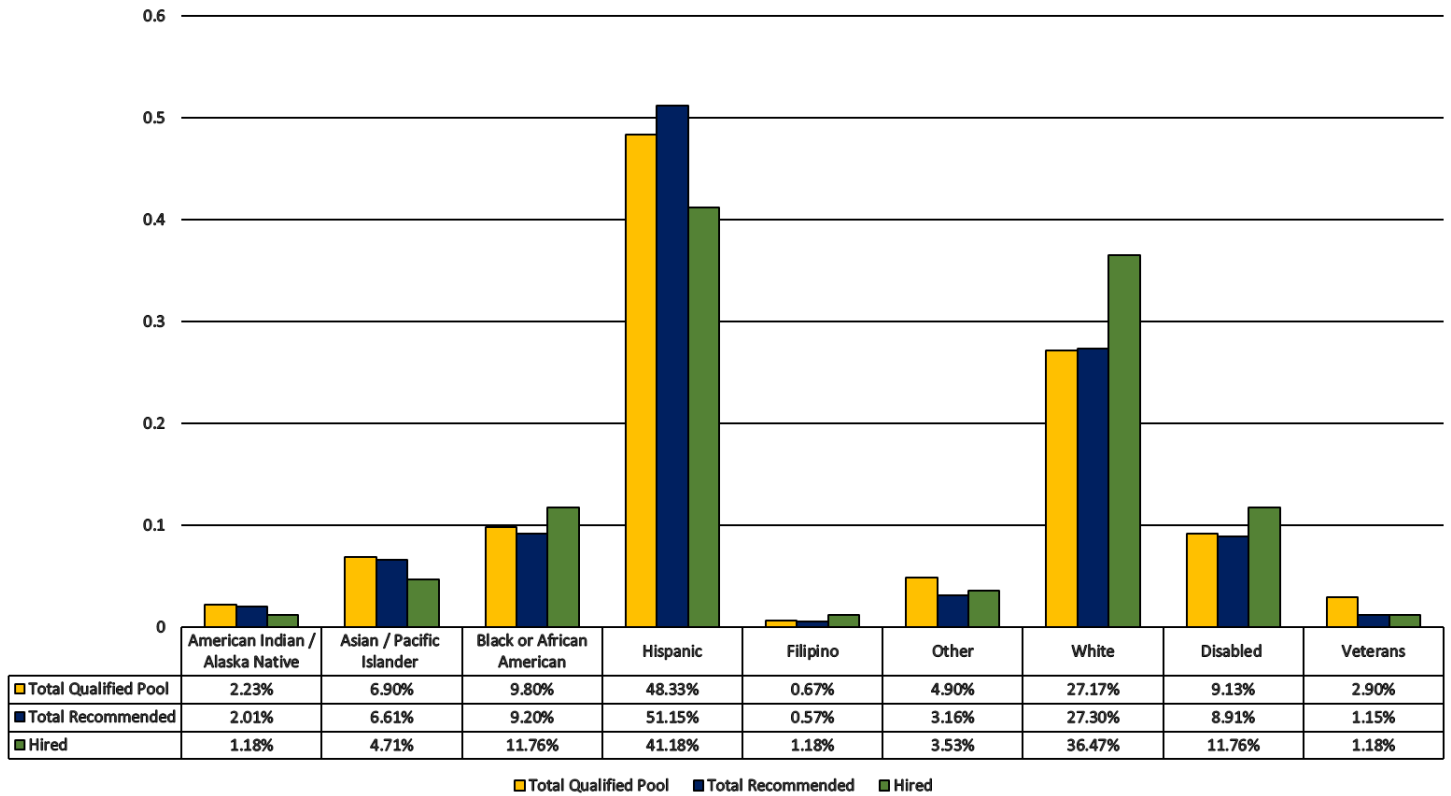
■ Total Qualified Pool ■ Total Recommended ■ Hired

Analysis of Qualified Applicants and Recommended Applicants for Interviews 2024-2025

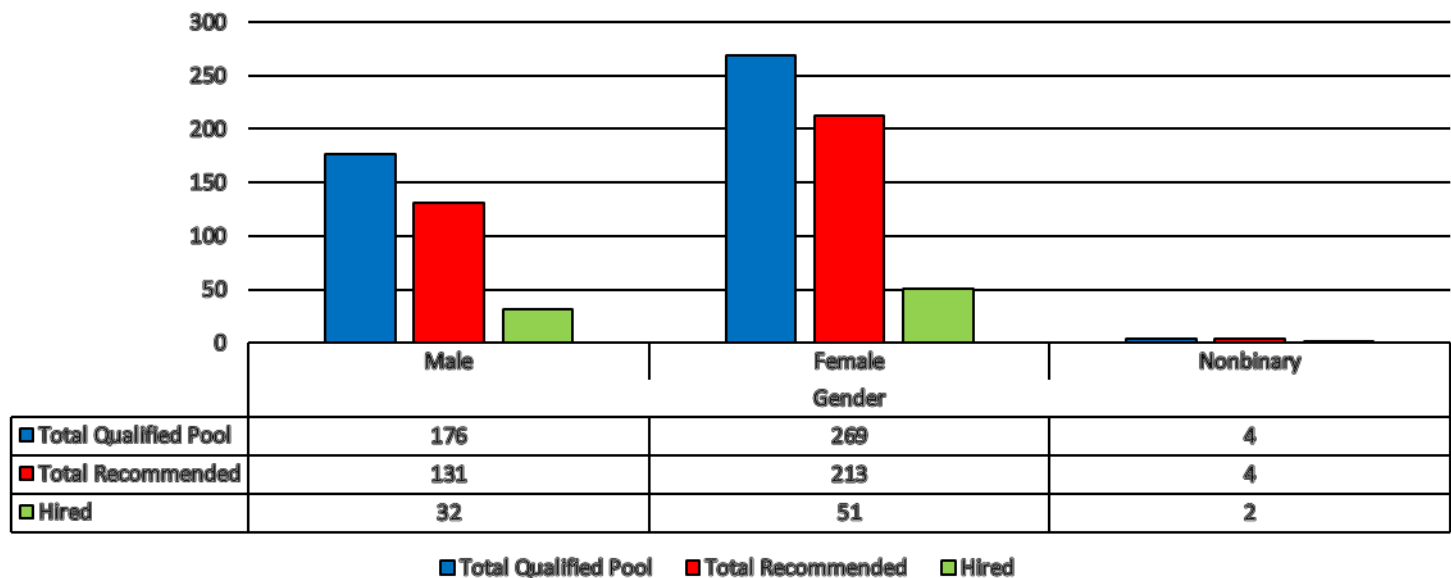
	Classification	American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Disabled		Veterans		Gender						Total Applications
																				Male		Female		Nonbinary		
2024-2025	Exec/Admin /Man	8	3.20%	35	14.00%	27	10.80%	101	40.40%	2	0.80%	20	8.00%	57	22.80%	21	8.40%	10	4.00%	97	38.80%	151	60.40%	2	0.80%	250
	Faculty & Instr. Staff	7	4.43%	11	6.96%	15	9.49%	49	31.01%		0.00%	15	9.49%	61	38.61%	28	17.72%	11	6.96%	72	45.57%	81	51.27%	5	3.16%	158
	Professional NonFaculty Technical & Paras		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Service & Maint	2	0.82%	26	10.70%	5	2.06%	134	55.14%	1	0.41%	10	4.12%	65	26.75%	14	5.76%		0.00%	53	21.81%	189	77.78%	1	0.41%	243
	Skilled Crafts	2	0.00%		0.00%	6	0.00%	66	0.00%		0.00%	1	0.00%	21	0.00%	8	0.00%	1	0.00%	88	0.00%	8	0.00%		0.00%	96
	Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		4	3.57%	1	0.89%	18	16.07%	67	59.82%		0.00%	4	3.57%	18	16.07%	11	9.82%		0.00%	32	28.57%	79	70.54%	1	0.89%	112
2024-2025 Total		23	2.68%	73	8.50%	71	8.27%	417	48.54%	3	0.35%	50	5.82%	222	25.84%	82	9.55%	22	2.56%	342	39.81%	508	59.14%	9	1.05%	859
Qualified Applicant Pool	Exec/Admin /Man	4	3.05%	15	11.45%	17	12.98%	51	38.93%	2	1.53%	10	7.63%	32	24.43%	12	9.16%	6	4.58%	46	35.11%	83	63.36%	2	1.53%	131
	Faculty & Instr. Staff	2	3.17%	5	7.94%	8	12.70%	19	30.16%		0.00%	6	9.52%	23	36.51%	10	15.87%	6	9.52%	30	47.62%	32	50.79%	1	1.59%	63
	Professional NonFaculty Technical & Paras		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Service & Maint		0.00%	10	7.87%	2	1.57%	69	54.33%	1	0.79%	3	2.36%	42	33.07%	6	4.72%		0.00%	29	22.83%	98	77.17%		0.00%	127
	Skilled Crafts	1	2.00%		0.00%	4	8.00%	32	64.00%		0.00%		0.00%	13	26.00%	5	10.00%	1	2.00%	47	94.00%	3	6.00%		0.00%	50
	Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		3	3.85%	1	1.28%	13	16.67%	46	58.97%		0.00%	3	3.85%	12	15.38%	8	10.26%		0.00%	24	30.77%	53	67.95%	1	1.28%	78
Total Qualified Pool		10	2.23%	31	6.90%	44	9.80%	217	48.33%	3	0.67%	22	4.90%	122	27.17%	41	9.13%	13	2.90%	176	39.20%	269	59.91%	4	0.89%	449
Applicants Recommended for Interview	Exec/Admin /Man	4	3.85%	11	10.58%	11	10.58%	46	44.23%	1	0.96%	5	4.81%	26	25.00%	7	6.73%	3	2.88%	28	26.92%	74	71.15%	2	1.92%	104
	Faculty & Instr. Staff		0.00%	1	3.45%	4	13.79%	9	31.03%		0.00%	2	6.90%	13	44.83%	5	17.24%	1	3.45%	12	41.38%	16	55.17%	1	3.45%	29
	Professional NonFaculty Technical & Paras		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Service & Maint		0.00%	10	10.64%	1	1.06%	49	52.13%	1	1.06%	2	2.13%	31	32.98%	6	6.38%		0.00%	24	25.53%	70	74.47%		0.00%	94
	Skilled Crafts	1	2.13%		0.00%	4	8.51%	29	61.70%		0.00%		0.00%	13	27.66%	5	10.64%		0.00%	44	93.62%	3	6.38%		0.00%	47
	Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		2	2.70%	1	1.35%	12	16.22%	45	60.81%		0.00%	2	2.70%	12	16.22%	8	10.81%		0.00%	23	31.08%	50	67.57%	1	1.35%	74
Total Recommended		7	2.01%	23	6.61%	32	9.20%	178	51.15%	2	0.57%	11	3.16%	95	27.30%	31	8.91%	4	1.15%	131	37.64%	213	61.21%	4	1.15%	348
Applicants Recommended for 2nd Interview	Exec/Admin /Man	1	4.55%	1	4.55%	5	22.73%	10	45.45%		0.00%		0.00%	5	22.73%	2	9.09%		0.00%	5	22.73%	16	72.73%	1	4.55%	22
	Faculty & Instr. Staff		0.00%		0.00%		0.00%	1	100.00%		0.00%		0.00%		0.00%	1	100.00%		0.00%	1	100.00%		0.00%		0.00%	1
	Professional NonFaculty Technical & Paras		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Service & Maint		0.00%		0.00%		0.00%	1	50.00%		0.00%		0.00%	1	50.00%		0.00%		0.00%	1	50.00%	1	50.00%		0.00%	2
	Skilled Crafts		0.00%		0.00%		0.00%	3	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%	3	100.00%		0.00%		0.00%	3
	Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
Total Recommended		1	3.57%	1	3.57%	5	17.86%	15	53.57%	0	0.00%	0	0.00%	6	21.43%	3	10.71%	0	0.00%	10	35.71%	17	60.71%	1	3.57%	28
Hired		1	1.18%	4	4.71%	10	11.76%	35	41.18%	1	1.18%	3	3.53%	31	36.47%	10	11.76%	1	1.18%	32	37.65%	51	60.00%	2	2.35%	85

Analysis of Qualified Applicants Recommended for Interviews and Hired 2024-2025:

Qualified Applicants vs Recommended for Interviews vs Hired
2024-2025



Gender of Qualified Applicants vs Recommended for Interviews



Analysis of Qualified Applicants and Recommended Applicants for Interviews 2025-2026*

Data is only through December 2025, due to plan renewal being before Fiscal Year closes

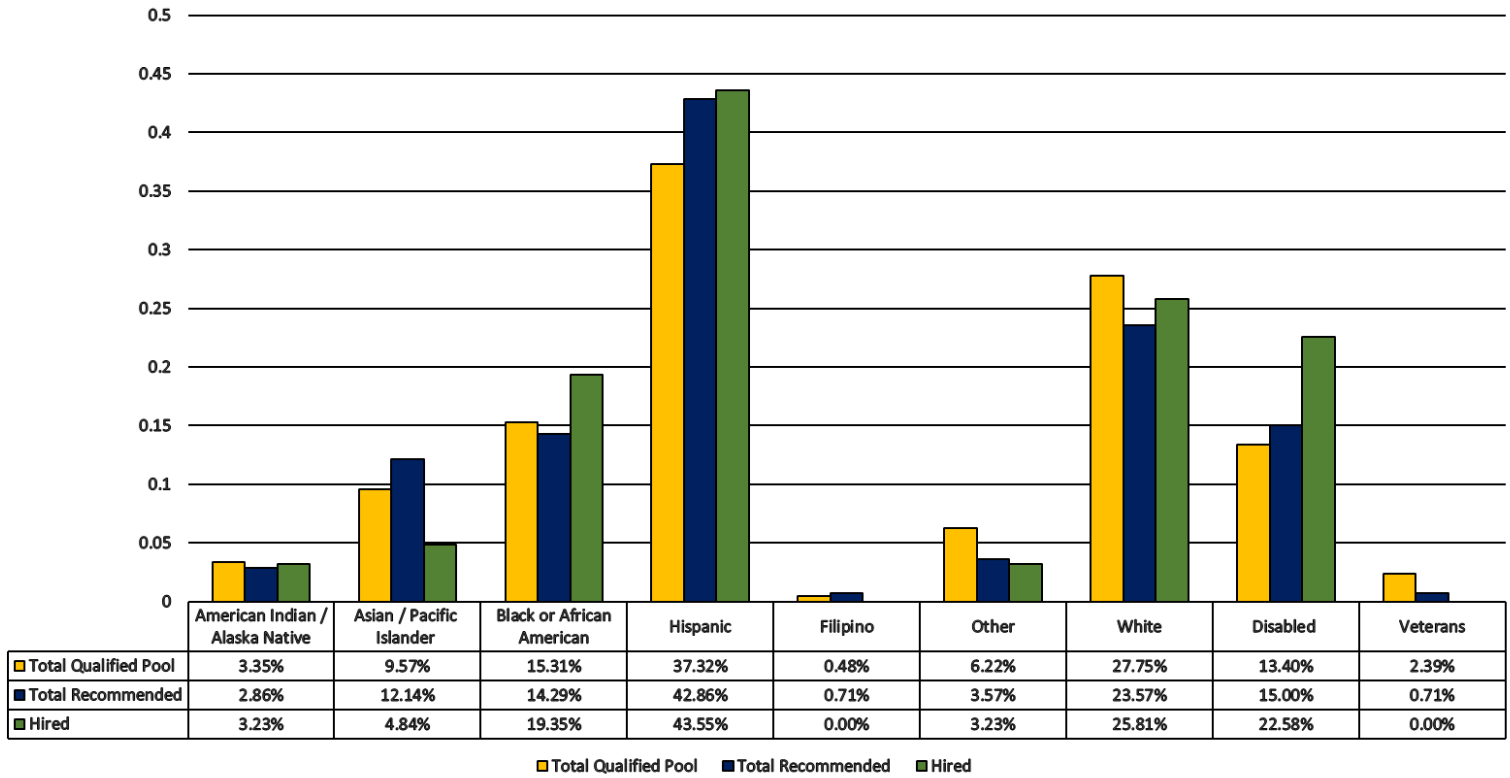
	Classification	American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Disabled		Veterans		Gender			Total Applications			
																				Male	Female	Nonbinary				
2025-2026 *Not a full year	Exec/Admin /Man	2	2.20%	27	29.67%	16	17.58%	21	23.08%		0.00%	5	5.49%	20	21.98%	7	7.69%	5	5.49%	54	59.34%	36	39.56%	1	1.10%	91
	Faculty & Instr. Staff	6	4.23%	9	6.34%	19	13.38%	50	35.21%	1	0.70%	15	10.56%	42	29.58%	14	9.86%	6	4.23%	58	40.85%	82	57.75%	2	1.41%	142
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras	1	1.32%	3	3.95%	5	6.58%	39	51.32%		0.00%	4	5.26%	24	31.58%	11	14.47%	1	1.32%	9	11.84%	66	86.84%	1	1.32%	76
	Service & Maint		0.00%		0.00%	2	0.00%	5	0.00%		0.00%		0.00%	3	0.00%	2	0.00%		0.00%	5	0.00%	5	0.00%		0.00%	10
	Skilled Crafts Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		2	2.70%	2	2.70%	12	16.22%	40	54.05%		0.00%	2	2.70%	16	21.62%	19	25.68%		0.00%	20	27.03%	53	71.62%	1	1.35%	74
2024-2025 Total		11	2.80%	41	10.43%	54	13.74%	155	39.44%	1	0.25%	26	6.62%	105	26.72%	53	13.49%	12	3.05%	146	37.15%	242	61.58%	5	1.27%	393
Qualified Applicant Pool	Exec/Admin /Man	1	2.27%	12	27.27%	14	31.82%	6	13.64%		0.00%	1	2.27%	10	22.73%	3	6.82%	2	4.55%	26	59.09%	17	38.64%	1	2.27%	44
	Faculty & Instr. Staff	4	5.88%	4	5.88%	7	10.29%	18	26.47%	1	1.47%	9	13.24%	25	36.76%	7	10.29%	3	4.41%	29	42.65%	39	57.35%		0.00%	68
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%	2	5.41%	2	5.41%	23	62.16%		0.00%	1	2.70%	9	24.32%	4	10.81%		0.00%	3	8.11%	34	91.89%		0.00%	37
	Service & Maint		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Skilled Crafts Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		2	3.33%	2	3.33%	9	15.00%	31	51.67%		0.00%	2	3.33%	14	23.33%	14	23.33%		0.00%	16	26.67%	43	71.67%	1	1.67%	60
Total Qualified Pool		7	3.35%	20	9.57%	32	15.31%	78	37.32%	1	0.48%	13	6.22%	58	27.75%	28	13.40%	5	2.39%	74	35.41%	133	63.64%	2	0.96%	209
Applicants Recommended for Interview	Exec/Admin /Man	1	3.70%	10	37.04%	6	22.22%	4	14.81%		0.00%	1	3.70%	5	18.52%	1	3.70%		0.00%	17	62.96%	10	37.04%		0.00%	27
	Faculty & Instr. Staff	1	4.17%	3	12.50%	3	12.50%	7	29.17%	1	4.17%	1	4.17%	8	33.33%	3	12.50%	1	4.17%	12	50.00%	24	100.00%		0.00%	24
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%	2	6.90%	2	6.90%	18	62.07%		0.00%	1	3.45%	6	20.69%	3	10.34%		0.00%	2	6.90%	27	93.10%		0.00%	29
	Service & Maint		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Skilled Crafts Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
		2	3.33%	2	3.33%	9	15.00%	31	51.67%		0.00%	2	3.33%	14	23.33%	14	23.33%		0.00%	16	26.67%	43	71.67%	1	1.67%	60
Total Recommended		4	2.86%	17	12.14%	20	14.29%	60	42.86%	1	0.71%	5	3.57%	33	23.57%	21	15.00%	1	0.71%	47	33.57%	104	74.29%	1	0.71%	140
Applicants Recommended for 2nd Interview	Exec/Admin /Man		0.00%	1	20.00%	3	60.00%	1	20.00%		0.00%		0.00%		0.00%	1	20.00%		0.00%	3	60.00%	2	40.00%		0.00%	5
	Faculty & Instr. Staff		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Professional NonFaculty		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Technical & Paras		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Service & Maint		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
	Skilled Crafts Secretarial /Clerical		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
			0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%	0
Total Recommended		0	0.00%	1	20.00%	3	60.00%	1	20.00%	0	0.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%	3	60.00%	2	40.00%	0	0.00%	5
Hired		2	3.23%	3	4.84%	12	19.35%	27	43.55%	0	0.00%	2	3.23%	16	25.81%	14	22.58%	0	0.00%	20	32.26%	41	66.13%	1	1.61%	62

Analysis of Qualified Applicants Recommended for Interviews and Hired 2025-2026:

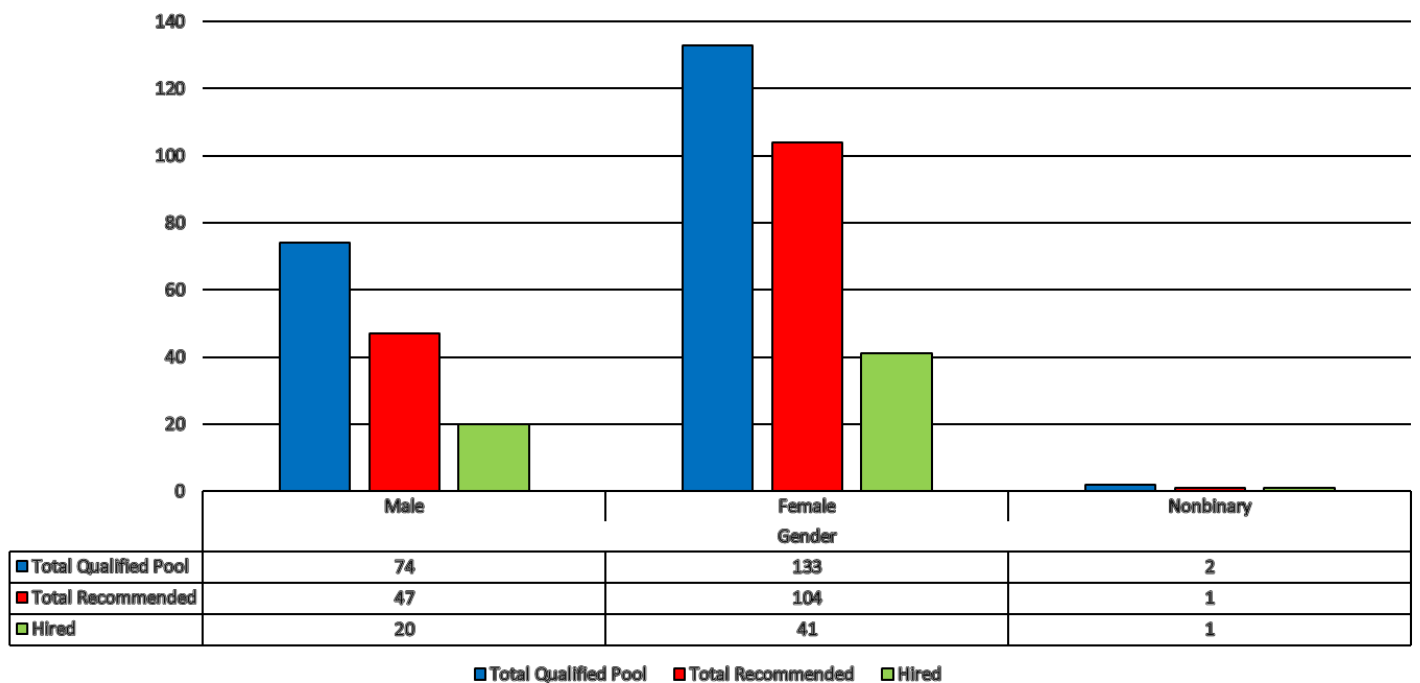
Qualified Applicants vs Recommended for Interviews vs Hired

2025-2026*

Not a full academic year



Gender of Qualified Applicants vs Recommended for Interviews



Analysis of Qualified, Interviewed and Hired Applicant Pools 2023-2026

A review of the Palo Verde College applicant pool data reveals that in 2023-2024, only 36% of applicants met the qualifications for the positions they applied for. In response, the District evaluated and revised job descriptions where appropriate. For 2024-2025, several job descriptions were updated to include equivalent degree requirements, resulting in an increase in the proportion of qualified applicants to 52%. Although full-year data for 2025-2026 is not yet available, preliminary figures indicate that the percentage of qualified applicants is already tracking slightly above the 2024-2025 level, at 53%.

With the increase in qualified applicants, the demographic distribution among qualified applicants remains generally consistent with the distribution of candidates recommended for interviews. Hispanic and White applicants continue to represent the largest shares, reflecting their higher volume of applications. There is a notable concentration of ethnic minorities in technical and clerical positions. However, additional evaluation of hiring processes and candidate pipelines is warranted in faculty and executive roles, where other ethnic minority groups are underrepresented.

The distribution of hires by ethnicity largely mirrors that of candidates recommended for interviews. There is, however, some evidence of slight underrepresentation of Asian/Pacific Islander hires relative to their proportions in the applicant and interview pools.

Plan Component XI: Analyzing Underrepresented

The District is required to collect longitudinal data, to identify any underrepresented group, and to conduct a Title 5 adverse impact analysis using numerical data. The District recognizes that Section 53004 (a) requires that the selection process of applicants will not create a disparate impact for monitored groups. The selection of applicants is measured upon hire. However, it is understood that current job assignments demonstrate some groups to be disproportionately represented due to hiring patterns from the past. The District's intent going forward is to directly address any disparate impact using the 80% rule as a measure to identify significant underrepresentation and underrepresentation.

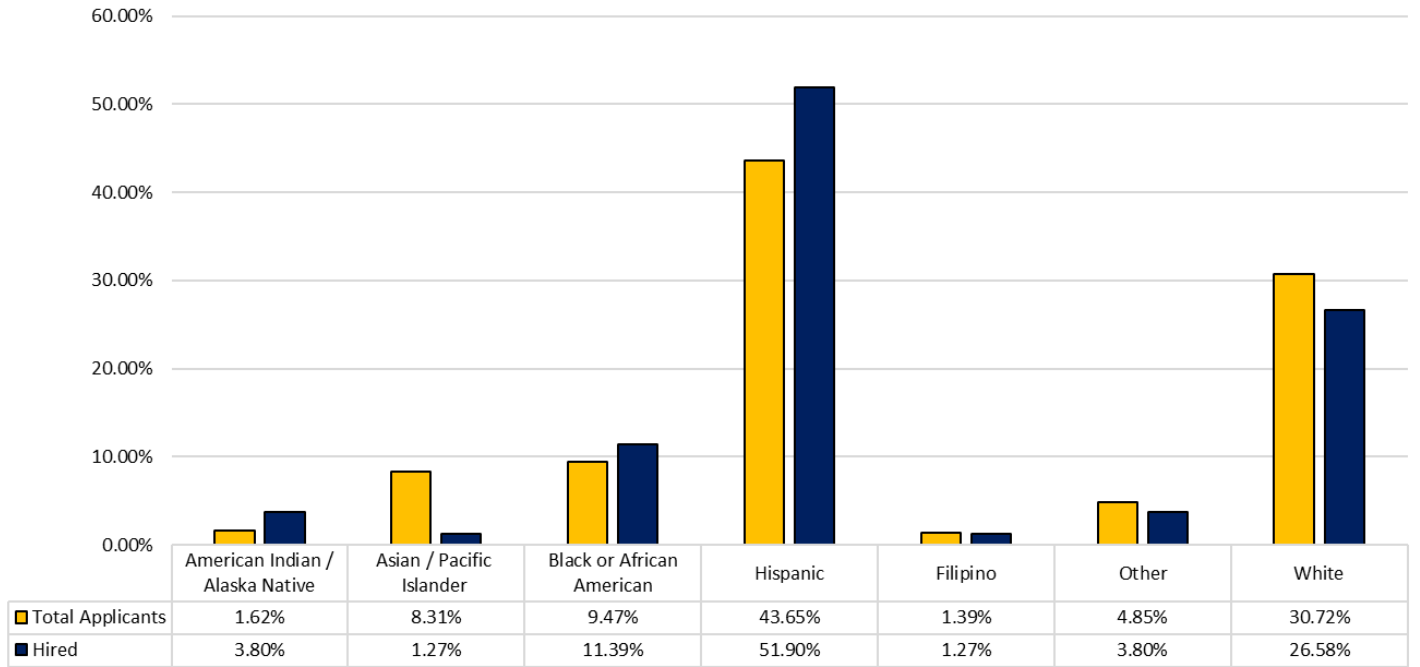
Significant underrepresentation is defined as any monitored group for which the percentage of persons from that group employed by the District in any job category listed in Section 53004(a) is below eighty percent (80%) of the projected representation for that group in the job category in question. The District determines the projected representation by identifying a representative group, which is the group that holds the majority of positions in a job category. The District then measures the total jobs held by other groups in comparison to the representative group to determine whether those groups hold at least 80% of the number of jobs held by the representative group.

The District will ensure equal employment opportunity, which involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas, and that is welcoming to all people, persons with disabilities, and individuals from all ethnic and other groups that are protected from discrimination. In so doing, the District places great emphasis on the recruitment of potential applicants in order to create a diverse pool of qualified individuals from which to hire. With a diverse pool, the District takes steps within the screening/interview process to allow for the hiring of candidates with varied backgrounds who can contribute and effectively communicate in a diverse community.

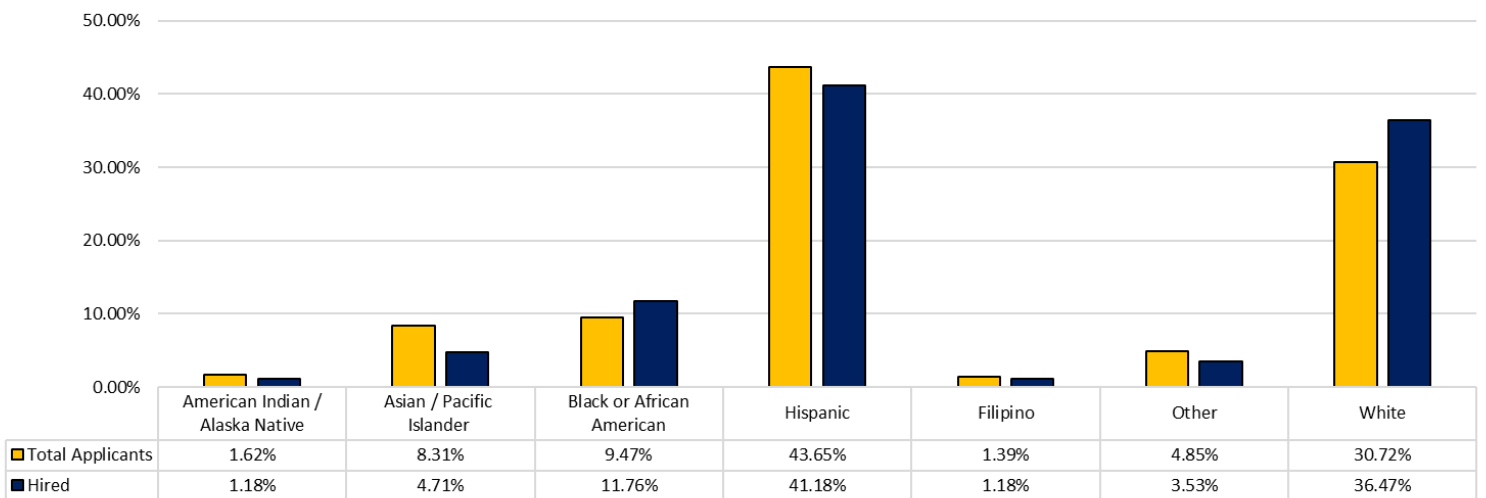
Analysis of Rate of Selection – Adverse Impact Data
2023-2026

2023-2024 Adverse Impact Test																						
		American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Gender				Total Applications		
																Male		Female			Nonbinary	
Total Applicants		15	1.62%	77	8.31%	89	9.47%	337	43.65%	12	1.39%	64	4.85%	269	30.72%	360	42.73%	494	57.04%	9	0.23%	863
Hired		3	3.80%	1	1.27%	9	11.39%	41	51.90%	1	1.27%	3	3.80%	21	26.58%	29	36.71%	50	63.29%		0.00%	79
Rate per Group		20%		1%		10%		12%		8%		5%		8%		8%		10%		0%		9%
Highest Rate		20		1		10		12		8		5		8		8		10		0		
Comparing		100%		5%		50%		60%		40%		25%		40%		80%		100%		0%		
2024-2025 Adverse Impact Test																						
		American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Gender				Total Applications		
																Male		Female			Nonbinary	
Total Applicants		23	1.62%	73	8.31%	71	9.47%	417	43.65%	3	1.39%	50	4.85%	222	30.72%	342	42.73%	508	57.04%	9	0.23%	859
Hired		1	1.18%	4	4.71%	10	11.76%	35	41.18%	1	1.18%	3	3.53%	31	36.47%	32	37.65%	51	60.00%	2	2.35%	85
Rate per Group		4%		5%		14%		8%		33%		6%		14%		9%		10%		22%		10%
Highest Rate		4		5		14		8		33		6		14		9		10		22		
Comparing		12%		15%		42%		24%		100%		18%		42%		41%		45%		100%		
2025-2026 Adverse Impact Test * (Not a full year)																						
		American Indian / Alaska Native		Asian / Pacific Islander		Black or African American		Hispanic		Filipino		Other		White		Gender				Total Applications		
																Male		Female			Nonbinary	
Total Applicants		11	2.80%	41	10.43%	54	13.74%	155	39.44%	1	0.25%	26	6.62%	105	26.72%	146	37.15%	242	61.58%	5	1.27%	393
Hired		2	3.23%	3	4.84%	12	19.35%	27	43.55%	0	0.00%	2	3.23%	16	25.81%	20	32.26%	41	66.13%	1	1.61%	62
Rate per Group		18%		7%		22%		17%		0%		8%		15%		14%		17%		20%		16%
Highest Rate		18		7		22		17		0		8		14		14		17		20		
Comparing		82%		32%		100%		77%		0%		36%		64%		70%		85%		100%		

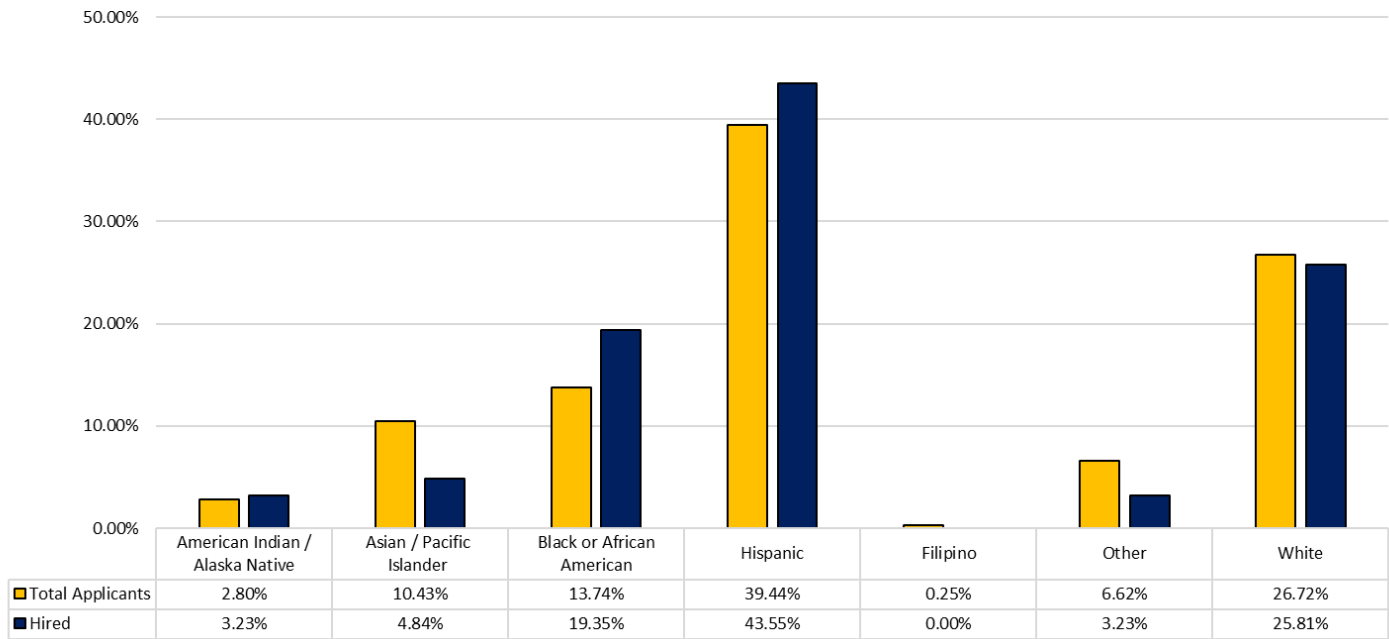
Applicant vs Hires
2023-2024



Applicant vs Hires
2024-2025



Applicants vs Hires
2025-2026*



Applicant Data Analysis

Review of applicant and hiring data across the 2023–2024, 2024–2025, and partial 2025–2026 cycles show that hiring outcomes generally reflect the composition of the applicant pool, indicating overall consistency in the hiring process. However, notable differences in outcomes exist for certain demographic groups and should be reviewed further.

Hispanic applicants, who make up the largest portion of applicants each year, are hired at rates that are proportional to or higher than their application rates. Black/African American applicants also show positive hiring outcomes relative to their representation in the applicant pool, particularly in the most recent cycle.

White applicants remain relatively close to proportional representation across years, with some year-to-year variation but no sustained pattern of over- or under-selection.

By contrast, Asian/Pacific Islander applicants are hired at consistently lower rates than their share of the applicant pool across all three cycles. While the size of this gap varies by year, its persistence suggests that additional review of the hiring process is warranted.

Results for smaller demographic groups fluctuate more widely and are likely caused by lower applicant and hire volumes. Overall, the data indicates alignment for most groups, with one consistent area of underrepresentation that merits closer examination.

Plan Component XII: Methods for Addressing Underrepresentation

The District recognizes that multiple approaches are appropriate to fulfill its mission of ensuring equal employment opportunity and the creation of a diverse workforce. Equal employment opportunity means that 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. Ensuring equal employment opportunity also involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas and is welcoming to all people, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination. Having a campus that has accepted principles of diversity and multiculturalism makes implementation and maintenance of an effective equal employment opportunity program much easier. For that reason, institutionalizing a diversity program that is well-planned, well-funded, and supported by the leadership of the District is necessary.

The Equal Employment Opportunity Advisory Committee will annually review indicators of the District's institutional commitment to diversity such as, but not limited to, the following:

1. Surveys of campus climate to identify barriers to inclusion. Recommendations will be made to implement concrete measures that utilize the information drawn from the surveys.
2. Cultural events, diversity dialogues, forums and cross-cultural workshops conducted on campus, or in the community. Speakers on issues dealing with diversity should include those from underrepresented groups who are in leadership positions and who may inspire students and employees alike.
3. Exit interviews conducted by Human Resources with employees who voluntarily leave the District, if the results of those interviews indicate patterns impacted particular monitored group(s).
4. Training conducted by Human Resources for members of screening/interview committees on elimination of bias in hiring and employment.
5. Programs to support newly-hired employees such as mentoring, professional development, and leadership opportunities.
6. Records related to the timeliness of harassment and discrimination complaint investigations and corrective action taken.
7. Records related to the District's compliance with the requirements of Government Code section 12950.1 (Stats. 2004, ch. 933 [AB1825]), - harassment and discrimination training.

8. The District's publications, marketing tools and website to ensure they reflect diversity in pictures, graphics and text to project an inclusive image.
9. Records that indicate whether District staff members serve as resources, consultants, mentors and/or leaders to colleagues at other Districts in the areas of EEO and diversity enhancement.
10. Recognition of employees and students who have promoted diversity and equal employment opportunity principles in performance assessments and District awards.
11. The District's curricula, texts, and/or course descriptions that expand the global perspective of the particular course, readings or discipline.
12. The manner in which the District addresses issues of inclusion/exclusion to ensure they are conducted in a transparent and collaborative fashion.
13. The Student Equity Plan.
14. Longitudinal analysis of various employment events by monitored group status such as hiring, promotion, retention, voluntary resignation, termination, and discipline.

Plan Component XIII: Implementation of EEO Strategies

IMPLEMENTATION	WHO	WHAT/WHEN	EFFECTIVENESS METRICS & REVIEW
Pre-Hiring Strategies			
Provide training to employees, students & trustees.* *This applies if you are planning training that goes beyond mandatory training for hiring committees. (53024.1(d))	Human Resources Staff	Y1 (2026-2027): Identify DEIA presenters and training opportunities and expand District participation in equity-focused professional learning opportunities.	Conduct at least 2 DEIA/EEO trainings with minimum 70% participation of permanent employees.
	Human Resources Staff	Y2 (2027-2028): Incorporate DEIA-related content into Flex Day programming. Expand training to include sections for student employees.	Evidence of integration of DEIA concepts into subsequent training, meetings, or campus discussions as noted by supervisors or facilitators.
	Human Resources Staff/Job Placement Specialist	Y3 (2028-2029): Establish structured training for PVC student workers preparing to transition into external employment, including resume and interview assistance.	At least 50% of graduating student workers participating in training. Tracking of post training outcomes to showcase student employment program success.
Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))	Executive Director / Human Resources Technicians / IT	Y1 (2026-2027): Review and update the Human Resources section of District website to ensure current EEO and DEIA commitment statements are accurate and visible and that all job descriptions are publicly accessible.	Ensure that all job descriptions are made available by June 30, 2026. Continual monthly audits and updates.
	Executive Director / Human Resources Technicians / IT	Y2 (2027-2028): Establish a designated DEIA webpage highlighting the District's EEO commitment, diversity initiatives, and equitable employment practices across recruitment materials and employment brochures.	Ensure that website is launched by June 30, 2028. Refer to website in all recruitment statements for enhance applications.
	Executive Director / Human Resources Technicians / IT	Y3 (2028-2029): Conduct a comprehensive review of language used in job postings, policies, and publications to ensure alignment with inclusive, equity-minded practices	Provide updates to the EEOAC once the review is complete and propose revisions. Establish agreed upon statements to utilize District-wide.
Providing EEO/diversity enhancement resources and assistance to other districts. (53024.1(m))	Human Resources Staff	Y1 (2026-2027): Foster relationships and collaborate with peer community colleges to seek guidance, share resources, and address evolving EEO and DEIA issues through participation in ACHRO Town Halls, Equity Institutes, and other professional networks.	Documented engagement activities maintained
	Human Resources Staff	Y2 (2027-2028): Foster relationships and collaborate with peer community colleges to seek guidance, share resources, and address evolving EEO and DEIA issues through participation in ACHRO Town Halls, Equity Institutes, and other professional networks.	Documented engagement activities maintained
	Human Resources Staff	Y3 (2028-2029): Foster relationships and collaborate with peer community colleges to seek guidance, share resources, and address evolving EEO and DEIA issues through participation in ACHRO Town Halls, Equity Institutes, and other professional networks.	Documented engagement activities maintained
Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))	Collaborative team - Human Resources, Academic Senate, Unions, District Leadership	Y1 (2026-2027): Ensure transparency and collaboration by reviewing part-time faculty hiring, equivalency, and CSEA hiring procedures and policies.	Revised policy language to reduce applicant barriers.
	Collaborative team - Human Resources, Academic Senate, Unions, District Leadership	Y2 (2027-2028): Develop an applicant experience survey to gather feedback on recruitment, hiring, and communication practices.	Identify equity related barriers reported by applicants at various stages of the recruitment process.
	Collaborative team - Human Resources, Academic Senate, Unions, District Leadership	Y3 (2028-2029): Launch the applicant experience survey and analyze collected data to identify trends and areas for improvement.	Comparative analysis of feedback across applicant groups to identify differing experiences or patterns.
ADD ADDITIONAL/ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.	Human Resources Staff / EEO Advisory Committee	Y1 (2026-2027): Enhance applicant-facing resources by updating FAQs and creating an expanded informational brochure that includes links to student life, clubs, and campus resources.	Ensure that link to toolkit is included in recruitment materials; collect data in onboarding survey on usefulness of resources to enhance applicant experience.
	Human Resources Staff / EEO Advisory Committee	Y2 (2027-2028): Develop a best-practice applicant handbook outlining recruitment resources and hiring timelines.	Ensure that link to toolkit is included in recruitment materials; collect data in onboarding survey on usefulness of resources to enhance applicant experience.
	Human Resources Staff / EEO Advisory Committee	Y3 (2028-2029): Create a marketing video highlighting employment opportunities and quality of life at PVC to support recruitment efforts.	Ensure that link to toolkit is included in recruitment materials; collect data in onboarding survey on usefulness of resources to enhance applicant experience.

IMPLEMENTATION	WHO	WHAT/WHEN	EFFECTIVENESS METRICS & REVIEW
Hiring Strategies			
Consistent and ongoing training for hiring committees. (53024.1(c)) *Cross reference Plan Component 8.	Executive Director / VP Human Resources	Y1 (2026-2027): Review current hiring committee training and assess participant feedback to identify opportunities for enhancement.	Obtain feedback from at least 50% of employees who have completed training.
	Executive Director / VP Human Resources	Y2 (2027-2028): Implement improvements based on participant feedback and establish training focused on assessing applicants' sensitivity to and knowledge of DEIA principles.	Examples of improved interview questions or evaluation criteria developed as a result of the training.
	Executive Director / VP Human Resources	Y3 (2028-2029): Launch a revised online hiring training available to all employees, including a requirement for EEO training for all new hires.	Ensure 100% of employees complete training within first 90 days of employment.
Maintain updated job descriptions and job announcements. (53024.1(f))	Human Resources Staff / Unions	Y1 (2026-2027): Implement revised recruitment statements and job announcement language to better convey the District's EEO commitment and support recruitment in a rural region.	Increase in diversity among applicants; enhanced ability for applicants to showcase their DEIA accomplishments and commitment.
	Human Resources Staff / External Agency / Unions	Y2 (2027-2028): Complete job analysis for administrative positions and review job descriptions for relevance and equity alignment.	Documentation of equity-focused revisions made to job descriptions to support inclusive recruitment.
	Human Resources Staff / External Agency / Unions	Y3 (2028-2029): Complete job analysis for classified and faculty positions.	Documentation of equity-focused revisions made to job descriptions to support inclusive recruitment.
Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))	Board of Trustees / Human Resources Staff	Y1 (2026-2027): Ensure the Board of Trustees receives EEO and DEIA training at least once every election cycle or upon seating of new members.	100% participation by all Board Members.
	Board of Trustees / Human Resources Staff	Y2 (2027-2028): Provide ongoing presentations to the Board on EEO Plan progress and upcoming District-wide training initiatives.	Evidence of increased Board awareness of EEO compliance requirements and equity-focused practices.
	Board of Trustees / Human Resources Staff	Y3 (2028-2029): Provide ongoing presentations to the Board on EEO Plan progress and upcoming District-wide training initiatives.	Evidence of increased Board awareness of EEO compliance requirements and equity-focused practices.
Incentives for hard-to-hire areas/disciplines.	Human Resources Staff / Superintendent President	Y1 (2026-2027): Explore hybrid work opportunities and review existing policies impacting recruitment for hard-to-fill positions.	Equity-focused analysis of how pilot incentives affected access, fairness, or candidate diversity.
	Human Resources Staff / Superintendent President	Y2 (2027-2028): Review and enhance travel or relocation incentives for out-of-state candidates in hard-to-fill positions.	Evaluate pilot incentive programs and analyze recruitment outcomes to inform policy decisions.
	Human Resources Staff / Superintendent President	Y3 (2028-2029): Evaluate pilot incentive programs and analyze recruitment outcomes to inform policy decisions.	Stakeholder feedback summaries from hiring managers, Human Resources staff, and participating candidates.
Procedures for addressing diversity throughout hiring steps and levels	Human Resources Staff/ EEO Advisory Committee	Y1 (2026-2027): Implement cluster hiring and blind screening practices.	Change in applicant pool diversity compared to prior recruitments
	Human Resources Staff/ EEO Advisory Committee	Y2 (2027-2028): Incorporate DEIA-focused supplemental questions into hiring processes.	100% of job postings incorporating DEIA related supplemental questions
	Human Resources Staff/ EEO Advisory Committee	Y3 (2028-2029): Review and enhance procedures based on effectiveness and feedback.	Qualitative feedback from hiring committees on the clarity, consistency, and usability of revised hiring procedures, paired with a comparative review of applicant pool diversity before and after implementation of DEIA focused supplemental questions.

IMPLEMENTATION	WHO	WHAT/WHEN	EFFECTIVENESS METRICS & REVIEW
Post-Hiring Strategies			
Conduct campus climate surveys & use this information. (53024.1(a))	VPHR / Institutional Research / Superintendent/President	Y1 (2026-2027): Present 2025 climate survey data to the Board and begin implementing enhancements.	Documentation of identified priority areas and proposed enhancements
	VPHR / Institutional Research / Superintendent/President	Y2 (2027-2028): Launch follow-up survey to measure progress.	Improve overall rating in at least 4 categories.
	VPHR / Institutional Research / Superintendent/President	Y3 (2028-2029): Provide further analysis and recommendations to the Board.	Documentation of actions informed by survey results
Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))	Executive Director Human Resources / District wide	Y1 (2026-2027): Improve the transition from Human Resources onboarding to department-level orientation and integration for a more seamless and effective onboarding experience.	New employee feedback on onboarding clarity and inclusiveness
	Executive Director Human Resources / District wide	Y2 (2027-2028): Integrate a DEIA component into onboarding.	Enhance employee's sense of belonging.
	Executive Director Human Resources / District wide	Y3 (2028-2029): Review and update onboarding toolkits for continued relevance.	Continual review to ensure that all new requirements are included, and the District continues to support new staff.
Timely and thoroughly investigate all harassment & discrimination complaints & take appropriate corrective action in all instances where a violation is found.	VPHR / Executive Director of HR	Y1 (2026-2027): Review investigation procedures, processes, and forms.	Complete Review by June 30, 2027.
	VPHR / Executive Assistant / Executive Director of HR	Y2 (2027-2028): Review and update AP 3410.	Revisions approved by Board of Trustees.
	VPHR / Executive Director of HR	Y3 (2028-2029): Ensure updates are widely communicated through training and the District website.	Updates made on website to centralize reporting.

IMPLEMENTATION	WHO	WHAT/WHEN	EFFECTIVENESS METRICS & REVIEW
Other-Hiring Strategies			
EEO Data Integrity Enhancement	EEO Specialist / Institutional Research	Y1 (2026-2027): Review data collection processes to improve accuracy and efficiency across all stages of the hiring process.	Identification of gaps and establish plan for improvement.
	EEO Specialist / Institutional Research	Y2 (2027-2028): Continue identifying gaps and refining data collection practices.	Improved efficiency in collecting data for recertification processes.
	EEO Specialist / Institutional Research	Y3 (2028-2029): Develop and publish EEO data dashboards to improve transparency and accessibility.	Ensure transparency and accuracy of workforce data.

Appendix A – Community Organizations & Contact Information

Job Placement Specialist of Palo Verde College

Artemiza Lujano
One College Drive
Blythe, CA 92225
760-921-5448
artemiza.lujano@paloverde.edu

Blythe Chamber of Commerce

101 E. Hobsonway
Blythe, CA 92225
760-922-8166
Blythechamber.com

Department of Veterans Affairs

1273 West Hobsonway
Blythe, CA 92225
760-921-1224

Peace from Chaos

760-296-0279

Riverside County Work Force Development Centers

44-199 Monroe Street, Suite B
Indio, CA 92201
760-863-2508
www.rivcoworkforce.com

Riverside County Department of Public Social Services

1225 W. Hobsonway
Blythe, CA 92225
760-921-5737
jobeltra@rivco.org

KJMB 100.3 FM Radio Station

681 N. 4th Street
Blythe, CA 92225
760-922-7143

KERU 88.5 FM Radio Station (Bilingual)

137 N. Broadway
Blythe, CA 92225
760-899-4565

Appendix B - Recruitment and Hiring Procedures to Ensure Equal Employment Opportunity

The District will ensure equal employment opportunity, which involves creating an environment that fosters cooperation, acceptance, democracy, and free expression of ideas, and that is welcoming to all people, persons with disabilities, and individuals from all ethnic and other groups that are protected from discrimination. In so doing, the District places great emphasis on the recruitment of potential applicants in order to create a diverse pool of qualified individuals from which to hire. With a diverse pool, the District takes steps within the screening/interview process to allow for the hiring of candidates with varied backgrounds who can contribute and effectively communicate in a diverse community.

Regardless of whether or not underrepresentation exists, the following provisions are in place, because they are valuable in ensuring equal employment opportunity. The District's recruitment and hiring procedures will include the following provisions:

1. Recruitment

It is the policy of the District to aggressively pursue a program of recruitment that is inclusive and open to all individuals. Efforts will be undertaken on a regular basis to develop and contact new recruitment sources that ensure diverse pools of candidates. Diverse pools should include, but not be limited to all people, persons with disabilities, and individuals from all ethnic and other groups protected from discrimination. The Equal Employment Opportunity Advisory Committee is encouraged to utilize and notify the District of additional recruitment options that may enable the District to obtain a diverse pool of applicants.

- a) The District will apply the recruitment procedures set forth in Title 5, Section 53021 to conduct full and open recruitment for all vacancies and will not invoke the provisions for in-house interim appointments or the exception under 53021(c)(7) for engaging an administrator through a professional services contract unless the Superintendent/President or their designee first notifies the governing board and the Equal Employment Opportunity Advisory Committee in writing of the compelling reason to limit the persons who may be considered for a vacancy in a job category where underrepresentation persists.
- b) Recruitment for all open positions shall include, but not be limited to, placement of job announcements in the following instruments:
 - (1) General circulation publications, including electronic media.
 - (2) Local and regional community newspapers.
 - (3) Publications, including electronic media that are distributed to the general market and to newspapers, publications whose primary audience is comprised of groups found to be underrepresented in the District's workforce.

- (4) Recruitment booths at job fairs or conferences oriented to both the public and the economically disadvantaged as well as those events drawing significant participation by groups found to be underrepresented in the District's workforce.

2. Job Postings

The District's recruitment and hiring procedures section on "Job Postings" will include the following provisions:

- a) Job postings will clearly state job specifications setting forth the knowledge, skills, and abilities necessary for job performance. All job announcements shall state that the District is an "Equal Opportunity Employer." For all teaching positions, job requirements will include demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students. Job specifications, including any "minimum," and "preferred" qualifications beyond the state minimum qualifications which the District wishes to utilize, will be reviewed by the equal employment opportunity officer before the position is announced, to ensure conformity with equal employment regulations and state and federal nondiscrimination laws.
- b) The application for employment will afford each applicant an opportunity to voluntarily identify their gender, ethnic group and, if applicable, their disability.

3. Review of Initial and Qualified Applicant Pools

Initial applicant pools will be reviewed for minimum qualifications, resulting in a qualified applicant pool. Once the qualified applicant pool is approved, the pool will be forwarded to the screening/interview committee. The District's recruitment and hiring procedures will include the following provisions:

- a) *Initial Applicant Pool:* The initial applicant pool is composed of all applications received by the application deadline. The composition of the initial applicant pool shall be recorded and reviewed by the Assistant Superintendent/Vice President of Human Resources or designee.
- b) *Qualified Applicant Pool:* The qualified applicant pool is composed of those applicants from the initial applicant pool who satisfy the minimum qualifications set forth in the job description and have a complete application packet. The composition of the qualified applicant pool shall be reviewed and compared to the composition of the initial applicant pool. If the Assistant Superintendent/Vice President of Human Resources finds that the composition of the qualified applicant pool may have been influenced by factors that are not job related, appropriate action will be taken.

4. Screening/Interview Committee Procedures

The District seeks to employ qualified persons with a broad range of backgrounds and abilities who have the knowledge and experience to work effectively in a diverse environment. The selection process is based on qualifications, and will extend to all candidates a fair, impartial examination of those qualifications based on job-related criteria. The District's recruitment and hiring procedures will include in its section on applicant screening by screening/interview committees the following provisions:

- a) All screening and selection techniques, including the procedure for developing interview questions, and the selection process as a whole, will be:
 - (1) Designed to ensure that, for all positions, meaningful consideration is given to the extent to which applicants demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students;
 - (2) Designed to ensure that for all faculty and administrative positions, meaningful consideration is given to the extent to which applicants demonstrate knowledge of multiculturalism, and training in cultural proficiency;
 - (3) Based solely on job-related criteria; and
 - (4) Designed to avoid an adverse impact, and monitored by means consistent with this section to detect and address adverse impact which does occur for any monitored group.
- b) Within the limits allowed by federal and state law, screening/interview committees will include a diverse membership, which will bring a variety of perspectives to the assessment of applicant qualifications.
- c) The equal employment opportunity officer shall approve the makeup of screening/interview committees. If the equal employment opportunity officer does not approve a screening/interview committee for lack of diversity, he or she should take necessary steps to remedy the lack of diversity.
- d) Before a person can serve on a screening/interview committee, he or she must receive equal employment opportunity/diversity training.
- e) Interviews must include at least one question which assesses the candidate's understanding of and commitment to diversity, equity, inclusion, and accessibility, and their level of cultural proficiency.
- f) All screening materials must be approved by the equal employment opportunity officer for compliance with equal employment opportunity principles.

- g) Monitoring for adverse impact will occur at each of the following stages of the screening/interview committee process:
 - (1) After the screening/interview committee has conducted the paper screening and prior to contacting any of the applicants for interviews. Interviews cannot be scheduled until the applicant pool has been approved and cleared for adverse impact.
 - (2) After the applicants have been interviewed and **prior** to forwarding finalists to the hiring administrators. Finalists cannot be forwarded for hiring consideration until the applicant pool has been approved and cleared for adverse impact.
- h) If monitoring for adverse impact reveals that any selection technique or procedure (other than a bona fide occupational qualification that has been approved by Human Resources) has adversely impacted any monitored group, the Superintendent/President or their designee will do the following:
 - (1) Suspend the selection process and take timely and effective steps to remedy the problem before the selection process resumes.
 - (2) When appropriate, assist the screening/interview committee by discussing the overall composition of the applicant pool and the screening criteria or procedures, that have produced an adverse impact, provided that confidential information about individual candidates is not disclosed.
 - (3) Where necessary, the position may be reopened at any time and a new selection process initiated in a way designed to avoid adverse impact.
- i) The District will not designate or set aside particular positions to be filled by members of any group defined in terms of age, ancestry, color, gender, gender identity, gender expression, genetic information marital status, medical condition, military or veteran status, national origin, parental status, physical or mental disability, pregnancy, race or ethnicity, religion, sexual orientation or engage in any other practice, which would result in discriminatory or preferential treatment prohibited by state or federal law. The District will not apply the Plan in a rigid manner that has the purpose or effect of so discriminating.
- j) The Board of Trustees or designee shall make all final hiring decisions based upon careful review of the candidate or candidates recommended through the screening/interview committee. This includes the right to reject all candidates and to order further review or to reopen the position where necessary to achieve the objectives of the Plan or to ensure equal employment opportunity.
- k) The District will review the pattern of its hiring decisions over time, and if it determines that those patterns do not meet the objectives of the Plan, the District will request the Equal Employment Opportunity Advisory Committee to recommend new methods to meet the Plan objectives, or if necessary, to modify the Plan itself to ensure equal employment opportunity.

Appendix C – United States Census Bureau

Utilizing the United States Census Bureau EEO Tables as recommended by the EEO Vision Resource Center Trainings does not provide an accurate representation of the rural population of Blythe, California. The recommended EEO Tables do not list Blythe, CA as a selectable location. The nearest available locations; Palm Desert City, CA and Temecula, CA, differ significantly from Blythe in economic, accessibility, and community characteristics, despite relative proximity. In addition, the data available in the EEO Tables do not align with the EEO Plan's current reporting period of 2023–2026. For these reasons, the data from the United States Census Bureau for Blythe City, CA were utilized in Workforce Analysis.

<https://www.census.gov/acs/www/data/eo-data/eo-tables-2018/>

2014-2018 EEO Tables

(ACS 5-Year Data)

SELECT NEW TABLE

Table: EEO-ALL01R - Occupation By Sex And Race/Ethnicity For Residence Geography

Universe: Civilian Labor Force 16 Years And Over

Geography: Palm Desert City, California

Occupations: 237 (2014-2018 EEO Occupation Code List)

**** Open Quick Guide to Using Table Tools ****

Quick Search: **SEARCH: DETAILED OCCUPATIONS** **DOWNLOAD** **SHOW MOE** **HIDE MOE** Display Rows

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	
Total, all occupations : 00-0000 / 0000								
Total	23,145	6,880	13,620	375	10	1,545	75	635
Male	12,045	3,640	7,120	135	0	775	45	335
Female	11,100	3,240	6,500	240	10	775	30	300
Percent Total	100.0%	29.7%	58.8%	1.6%	0.0%	6.7%	0.3%	2.7%
Percent Male	52.0%	15.7%	30.8%	0.6%	0.0%	3.3%	0.2%	1.4%
Percent Female	48.0%	14.0%	28.1%	1.0%	0.0%	3.3%	0.1%	1.3%

Table: EEO-ALL02R - Occupation By Sex And Race/Ethnicity For Residence Geography

Universe: Civilian Labor Force 16 Years And Over

Geography: Temecula City, California

Occupations: 237 (2014-2018 EEO Occupation Code List)

**** Open Quick Guide to Using Table Tools ****

Quick Search: **SEARCH: DETAILED OCCUPATIONS** **DOWNLOAD** **SHOW MOE** **HIDE MOE** Display Rows

	Total All Groups	Hispanic or Latino	Not Hispanic or Latino, One Race					Balance of not Hispanic or Latino
			White alone	Black or African American alone	American Indian /Alaska Native alone	Asian alone	Native Hawaiian /Pacific Islander alone	
Total, all occupations : 00-0000 / 0000								
Total	55,330	15,640	29,895	2,695	130	4,900	285	1,785
Male	30,005	9,045	15,735	1,550	30	2,355	190	1,105
Female	25,325	6,595	14,160	1,145	105	2,545	95	685
Percent Total	100.0%	28.3%	54.0%	4.9%	0.2%	8.9%	0.5%	3.2%
Percent Male	54.2%	16.3%	28.4%	2.8%	0.1%	4.3%	0.3%	2.0%
Percent Female	45.8%	11.9%	25.6%	2.1%	0.2%	4.6%	0.2%	1.2%

<https://www.census.gov/quickfacts/fact/table/blythecitycalifornia,US#>

All Topics		Blythe city, California	
Population estimates, July 1, 2025, (V2025)		NA	
Population, percent change - April 1, 2020 (estimates base) to July 1, 2024, (V2024)		-5.4%	
Population, Census, April 1, 2020		18,317	
Population, Census, April 1, 2010		20,817	
Age and Sex			
Persons under 5 years, percent		5.4%	
Persons under 18 years, percent		20.3%	
Persons 65 years and over, percent		10.2%	
Female persons, percent		33.9%	
Race and Hispanic Origin			
White alone, percent		27.1%	
Black alone, percent (a)		12.9%	
American Indian and Alaska Native alone, percent (a)		1.9%	
Asian alone, percent (a)		1.8%	
Native Hawaiian and Other Pacific Islander alone, percent (a)		0.4%	
Two or More Races, percent		15.4%	
Hispanic or Latino, percent (b)		58.2%	
White alone, not Hispanic or Latino, percent		23.2%	