

**Florida Council of Presidents
Florida Community College System**

**Employment Equity Accountability Task
Force**

FINAL REPORT

*As approved by Council of Presidents
January 31, 2003*

Task Force Committee Members:

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STATEMENT OF SUPPORT

It is a fundamental and abiding belief of the Council of Presidents, and the colleges it represents, that diversity helps ensure the strength, vigor, success and endurance of our society.

The council believes that diversity cannot be a strength, unless all of society's members are included in a manner that is open, respectful, and equitable. Without these attributes, our society would become frail, divided and temporal. It is in this spirit that the council affirms its ongoing commitment to equity, as required by applicable law, and in the furtherance of equal access opportunity to the colleges that we represent.

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RECOMMENDATIONS
Approved January 31, 2003

I. Issue: Accountability Measures and Benchmarks

- a. The Council of Presidents should adopt a unified position statement on diversity in employment for the Florida Community College System.
- b. For the purpose of completing the Employment Equity Accountability Plan, the Council of Presidents should support a change in FS 1012.86 to allow community colleges to use the employment data four years prior to the goal assessment date as the minimum standard for determining parity for faculty achieving continuing contracts.¹

II. Issue: Resources and Support

- a. The president of each community college should develop and maintain a professional development program, in which promising employees of diverse backgrounds can participate in preparation for promotion and success in faculty and leadership positions.
- b. Each president should provide adequate resources to support programs and activities designed to make the college a welcoming place for all faculty, students and staff.
- c. The Council of Presidents should endorse the use of the Department of Education (DOE) K-20 website (TeachinFlorida.com) as a recruitment tool to augment institutional efforts in obtaining a diverse pool of applicants for employment in the Community College System.
- d. The Chair of the Council of Presidents should appoint a committee of selected human resource directors, equity officers and information technology staff to assist members of the DOE in making the necessary modifications in TeachinFlorida.com to meet the needs of community college users.

¹ Florida Statutes require that community colleges include in their annual equity updates plans for increasing the representation of women and minorities who have attained continuing-contract status. The plans must also include specific-measurable goals and objectives, and further, that the goals and objectives shall be based upon meeting or exceeding comparable national standards.

- e. The Department of Education Office of Equity and Access should provide each community college with a copy of graduation data (university/college, rate/ethnicity, gender) for the State University System's (SUS) master's and doctoral degree graduates.²
- f. The Council of Presidents, through its subcouncils, should work collaboratively with the DOE Office of Equity and Access, FACC and other appropriate entities to develop and distribute to each college a training and educational program template on diversity in the workplace that can be customized and implemented by each college.³

III. Issue: Organizational Climate – Providing a Sense of Place

- a. Each college president should promote awareness of the Employment Equity Accountability Plan by widely disseminating the institutional philosophy and performance plans within the internal college community.
- b. Each president should hold all chief executive officers, administrators, faculty and staff responsible for creating a climate in which all members of the institution understand and actively take part in meeting the equity goals of the college.

² These data could help community colleges identify and expand potential pools of qualified candidates for faculty, executive, administrative and managerial positions.

³ This template would be based in part on the recommendations and identified "best practices" of the Task Force.