

**Board of Trustees Regular/Committee Meeting
Tuesday, January 6, 2026 6:00 PM
District Office, Board Room
3801 Market Street, Riverside, CA 92501**

ORDER OF BUSINESS

Pledge of Allegiance

Board members, the Chancellor, faculty, management and classified professionals offer gratitude and respect to the land's Indigenous caretakers and affirm the District's intentions of maintaining the land's integrity and the Tongva (Gabrieleno), Cahuilla, Payómkawichum (Luiseño), Serrano and Cupeño tribes' legacy. We promise to honor the continued guardianship of the land, water and air — all of which are inseparable. We are indebted to the caretakers of yesteryears and the stewards of our institutions will honor the opportunity to live and educate upon these homelands.

Public access to the in-person meeting will begin 30 minutes prior to the start of the meeting. In order to encourage public participation to the greatest extent possible, a continued virtual link will be provided via live streaming at [Riverside City College's YouTube Channel](#).

Submission of Public Comments

1. Anyone who wishes to make a presentation to the Board on an agenda item in person is requested to complete a "REQUEST TO ADDRESS THE BOARD OF TRUSTEES" card, available from the Public Affairs Officer. Please make sure that the Secretary of the Board has the correct spelling of your name and address to maintain proper records. Comments are limited to five (5) minutes or less. (This time limit will be doubled for members of the public utilizing a translator to ensure the non-English speaker receives the same opportunity to directly address the Board, unless simultaneous translation equipment is used.)
2. Members of the public may also join the meeting virtually through Zoom to directly voice their comments to the Board. Visit the Board of Trustees page on the RCCD website and complete the form to speak. A link to join the meeting will automatically be sent to you.
3. Written public comments may be sent to WrittenPublicComments@rccd.edu, which will be acknowledged and identified by the Board President during the public comment portion of the meeting. Submissions by email must be received prior to 4:00 pm the day of the meeting to be included.

Anyone who requires a disability-related modification or accommodation in order to participate in any meeting should contact the Chancellor's Office at (951) 222-8800 as far in advance of the meeting as possible.

Any public records relating to an open session agenda item that is distributed within 72 hours prior to the meeting is available for public inspection at the Riverside Community College District Chancellor's Office, 3rd Floor, 3801 Market Street, Riverside, California, 92501 during regular business hours or [online](#).

I. COMMENTS FROM THE PUBLIC

Board invites comments from the public regarding any matters within the jurisdiction of the Board of Trustees. Due to the Ralph M. Brown Act, the Board cannot address or respond to comments made under Public Comment.

II. PUBLIC HEARING

III. CHANCELLOR'S REPORT

III.A. [Chancellor's Communications](#)
Information Only

III.B. [Initial Sunshine Proposal to Initiate Negotiations with the RCCD Faculty Association CCA/CTA/NEA over Independent Study Compensation](#)
Recommend approving the adoption of the initial proposal to initiate negotiations and bargain with the RCCD Faculty Association CCA/CTA/NEA over Independent Study Compensation.

IV. BOARD COMMITTEE REPORTS

IV.A. [Institutional Planning, Effectiveness & Governance Committee - Revision to BP 1005 District Mission](#)
The Committee to review the First Reading of the revised board policy for BP 1005 District Mission.
[BP 1005 District Mission](#)

IV.B. [Institutional Planning, Effectiveness & Governance Committee - Brown Act Updates 2026](#)
Information Only
[Presentation - Brown Act Updates 2026](#)

IV.C. [Resources Committee - Whittier Place Alley Safety Improvement Project](#)
The Committee to review the Reciprocal Access, Easement, and Improvement Agreement and the Reimbursement Agreement with the City of Riverside for the Whittier Place Alley Safety Improvement Project.
[Presentation - Whittier Place Alley Safety Improvements Agreement - City of Riverside](#)

IV.D. [Equity, Social, Economic & Environmental Justice Committee - Diversity, Equity, and Compliance Program Updates](#)
Information Only
[Presentation - Diversity Equity and Compliance Program Update](#)

V. OTHER BUSINESS

VI. CLOSED SESSION

VII. ADJOURNMENT

Board of Trustees Regular/Committee Meeting (III.A)

Meeting	January 6, 2026
Agenda Item	Other Items (III.A)
Subject	Chancellor's Communications
College/District	District
Funding	N/A
Recommended Action	Information Only

Background Narrative:

Chancellor will share general information to the Board of Trustees, including federal, state and local interests and District information.

Prepared By: Wolde-Ab Isaac, Chancellor

Board of Trustees Regular/Committee Meeting (III.B)

Meeting	January 6, 2026
Agenda Item	Other Items (III.B)
Subject	Initial Sunshine Proposal to Initiate Negotiations with the RCCD Faculty Association CCA/CTA/NEA over Independent Study Compensation
College/District	District
Funding	N/A
Recommended Action	Recommend approving the adoption of the initial proposal to initiate negotiations and bargain with the RCCD Faculty Association CCA/CTA/NEA over Independent Study Compensation.

Background Narrative:

The Riverside Community College District "District" and the RCCD Faculty Association CCA/CTA/NEA intend to negotiate Independent Study Compensation.

In accordance with Board Policy 1610 and Government Code Section 3547, initial bargaining proposals relating to matters within the scope of representation must be presented in a public meeting and that the Board adopt the District's initial proposal at a subsequent public meeting.

During the December 9, 2025 Board meeting the District presented the initial proposal to open negotiations with the RCCD Faculty Association CCA/CTA/NEA over Independent Study Compensation.

The District recommends the Board adopt its initial proposal.

Prepared By: Tammy Few, Vice Chancellor, Human Resources & Employee Relations

Board of Trustees Regular/Committee Meeting (IV.A)

Meeting	January 6, 2026
Agenda Item	Institutional Planning, Effectiveness, and Governance (IV.A)
Subject	Institutional Planning, Effectiveness & Governance Committee - Revision to BP 1005 District Mission
College/District	District
Funding	N/A
Recommended Action	The Committee to review the First Reading of the revised board policy for BP 1005 District Mission.

Background Narrative:

Presented for the Committee's review is a revision to Board Policy (BP) 1005 District Mission.

Prepared By: Wolde-Ab Isaac, Chancellor
 Keith Dobyns, General Counsel

Attachment(s):

[BP 1005 District Mission](#)

BP 1005 DISTRICT MISSION

Reference:

ACCJC Accreditation Standard [IA1.1](#)

**Riverside Community College District
Mission Statement**

Reviewed and Approved by District Strategic Planning Council on September 19, 2025. Adopted by the Board of Trustees on ~~October 15, 2019~~ December 9, 2025.

Riverside Community College District supports its colleges in empowering diverse learners, advancing equity, and promoting social justice and economic mobility through affordable public higher education. We provide the systems, resources and leadership needed to eliminate barriers, foster student success, and drive institutional transformation across the region. The Riverside Community College District through its three colleges—Moreno Valley College, Norco College, and Riverside City College supported by the District Office—serves and enriches its diverse communities by offering certificates, degrees, and transfer programs that help students achieve their educational and career goals. The District strives to impact the social and economic mobility of its students by ensuring access, success, and equity for everyone who wishes to take advantage of the educational opportunities offered by the colleges.

**Moreno Valley College
Mission statement**

Reviewed and Approved by ~~Strategic Planning College~~ Council on ~~October 24, 2019~~ May 28, 2025 and by Academic Senate on ~~October 7, 2019~~ June 9, 2025. Approved by the Board of Trustees on ~~December 10, 2019~~ November 18, 2025.

Moreno Valley College is committed to educating and empowering our students, providing equitable access to education, and serving our communities.

Moreno Valley College's core mission can be expressed in four words: **Education, Empowerment, Equity, Service.**

**Norco College
Mission Statement**

~~Adopted by Norco~~ Reviewed and Approved by ~~Strategic Planning Committee College~~ Council on May 30, 2025 and Academic Senate on June 9, 2025, May 22, 2012
Approved by the Board of Trustees on ~~August 21, 2012~~ November 18, 2025.

Norco College is an open-access college that supports every learner on their educational path. We help diverse students grow, succeed, and change their lives through education. Norco College inspires a diverse student body by an inclusive innovative approach to learning through its pathways to transfer, professional, career and technical education, certificates, and degrees. We are proud to be a pivotal hub for scholarship, arts and culture, dynamic technologies, and partnerships. Norco College encourages self-empowerment and is dedicated to transforming the lives of our students, employees, and community.

Riverside City College

Mission Statement

~~Revised-Reviewed~~ and Adopted by Educational Planning and Oversight Committee, ~~November 7, 2019~~April 9, 2025 and by Academic Senate on June 9, 2025. Approved by the Board of Trustees on ~~January 21, 2020~~November 18, 2025.

Riverside City College (RCC) is an open-access, Hispanic-Serving Institution (HSI) that builds upon the strengths and socio-cultural experiences of our diverse student population and the communities we serve. Our college advances equity, access, and inclusion by supporting the attainment of workplace skills, career technical certificates, degrees, and transfer programs, which promote social and economic mobility for our students and communities. Riverside City College serves a diverse community of learners by offering certificates, degrees, and transfer programs that help students achieve their educational and career goals. The college strives to improve the social and economic mobility of its students and communities by being ready to meet students where they are, valuing and supporting each student in the successful attainment of their goals and promoting an inclusive, equity-focused environment.

These mission statements are evaluated and revised on a regular basis.

Date Adopted: May 15, 2007

Revised: December 9, 2008

Revised: August 17, 2010

Revised: December 14, 2010

Revised: June 19, 2012

Revised: August 21, 2012

Revised: July 11, 2013

Revised: November 19, 2013

Revised: November 25, 2014

(references only)

Revised: September 20, 2022

Revised:

Revised: September 20, 2022

Formerly: 1200

Board of Trustees Regular/Committee Meeting (IV.B)

Meeting	January 6, 2026
Agenda Item	Institutional Planning, Effectiveness, and Governance (IV.B)
Subject	Institutional Planning, Effectiveness & Governance Committee - Brown Act Updates 2026
College/District	District
Funding	N/A
Recommended Action	Information Only

Background Narrative:

Presented for the Board's review are updates to the Brown Act for 2026 following the passage of SB 707. Notable changes include revisions to teleconference use for Trustees; modified rules for subordinate bodies like Academic Senate and Associated Students; and oral report of compensation for department heads.

Prepared By: Wolde-Ab Isaac, Chancellor
 Keith Dobyns, General Counsel

Attachment(s):

[Presentation - Brown Act Updates 2026](#)



RCCD

RIVERSIDE COMMUNITY
COLLEGE DISTRICT

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

Brown Act Updates 2026

Keith R. Dobyns
General Counsel

SB 707

- Signed into law October 3, 2025. Effective January 1, 2026
- Provided some clarifying language regarding
 - Social media use by Trustees
 - Public right to record Board meetings
 - Use of teleconference for just cause and recognized disability
- Imposed new requirements
 - Oral report of compensation to department heads before action is taken
 - Copy of Brown Act to each Trustee

Teleconferencing / Remote appearance

- Just Cause / Emergency Circumstance merged into Just Cause only
 - 5 just cause remote appearances allowed per person, per year
- Recognized disability allowed for ongoing teleconferencing
 - Disability as defined under ADA/FEHA
- Restates and clarifies teleconferencing rules for community college student organizations and “subsidiary bodies” (e.g. Academic Senate)
- Camera use required during teleconference unless excused due to disability
- Remote attendance must be reflected in minutes



Oral report before taking action on compensation of newly hired positions

- Chief executive officer
- Deputy CEO
- Assistant CEO
- Employment contract
- Head of department



Public Comment

- Public comments can be limited to exclude comments on items previously considered at a prior committee meeting
 - Must not have any substantial changes to the item since the last meeting
 - Prior meeting must have been in-person
- Board can control disruptions from public that are online in addition to those that are in-person

Teleconferencing for Associated Students and other “subsidiary bodies”

- Bodies like Associated Students, Student District Consultation Council, and Academic Senate may conduct meetings remotely if granted permission by the Board and they follow specific requirements
 - One physical location open to public
 - Board approval renewed every six months
 - Members appear on camera



Other Notable Updates

- **Social Media Exception**
 - Trustees are allowed to use internet-based social media platforms to engage with the public on matters within their jurisdiction, so long as they do not deliberate or discuss business among themselves on such platforms.
 - No direct response among Trustees
 - No use of digital icons (“emoticons”) to express reactions to communications
- **Copies of Brown Act**
 - Trustees are required to receive a copy of the Brown Act upon assuming office.
- **Public Recording Rights**
 - Restates right of the public to record meetings
 - Subject to restrictions for noise, illumination, or obstruction



New additions that do not apply to RCCD

- Remote access to public for all meetings
 - Both in-person and teleconference
- Agenda translation requirements
 - Languages spoken by at least 20% of the relevant population with limited English proficiency
- In-person interpretation/translation requests
- Public outreach requirements to underrepresented communities



RCCD

**RIVERSIDE COMMUNITY
COLLEGE DISTRICT**

MORENO VALLEY COLLEGE | NORCO COLLEGE | RIVERSIDE CITY COLLEGE

Questions?

Board of Trustees Regular/Committee Meeting (IV.C)

Meeting	January 6, 2026
Agenda Item	Resources (IV.C)
Subject	Resources Committee - Whittier Place Alley Safety Improvement Project
College/District	District
Funding	Redevelopment Pass-Through Fund
Recommended Action	The Committee to review the Reciprocal Access, Easement, and Improvement Agreement and the Reimbursement Agreement with the City of Riverside for the Whittier Place Alley Safety Improvement Project.

Background Narrative:

The Whittier Place Alley Safety Improvement Project addresses long-standing safety and security concerns in the alleyway between White Park and properties owned by RCCD and a private owner. The City of Riverside, RCCD, and the adjacent property owner have agreed to vacate the public right-of-way and establish a private alley with controlled access for the parties, their invitees, and emergency services. This arrangement preserves ingress and egress rights for all adjacent parcels while reducing unauthorized access and improving safety.

Under the agreement, the City will install fencing and locked barrier gates at Chestnut and Market Streets, along with pedestrian gates equipped with panic hardware for accessibility and emergency egress. The design includes electronic and key access for RCCD staff, vendors, and emergency services, with "knox boxes" for fire and police access. The City will waive permitting fees (except electrical permits) and ensure compliance with accessibility standards.

The Reimbursement Agreement specifies that RCCD will fully fund initial construction costs, estimated at \$289,156, including a 10% contingency, while the City will manage design, bidding, and construction. Maintenance and repair costs will be shared: during years 1 - 3, costs will be split equally with the City's contribution capped at \$5,000 annually; beginning in year 4, the City will pay 25% of costs, subject to the same cap. Each party will maintain its respective easement areas, and indemnity provisions.

Prepared By: Aaron S. Brown, Vice Chancellor, Business and Financial Services
Hussain Agah, Associate Vice Chancellor, Facilities Planning and Development

Attachment(s):

[Presentation - Whittier Place Alley Safety Improvements](#)
[Agreement - City of Riverside](#)

Whittier Place Alley Safety Improvement Project

RCCD and City of Riverside

Board of Trustees – January 6, 2026

Background & Issue

- ❑ Whittier Place is an alleyway situated between White Park (City-owned), the District's Centennial Plaza properties, and one private parcel. It extends from Chestnut Street to Market Street and currently allows unrestricted public access, including a concealed pocket area that is difficult to monitor.
- ❑ The alleyway has long been associated with security challenges and remains difficult to monitor and police. It has become a corridor for illegal activity, including graffiti, trash accumulation, and other illicit behaviors, creating ongoing risks for students, staff, and the public.
- ❑ Whittier Place is frequently used by RCCD employees traveling to and from the parking structure and the CAADO building creating heightened security concerns for staff.

Project Agreement

- ❑ In collaboration with the City of Riverside and the private property owner, the parties have agreed to install security fencing and gates to restrict public access.
- ❑ A reciprocal access, easement, and improvement agreement will be executed between the City of Riverside and the District, outlining the following responsibilities:
 - The City will be responsible for the design, bid/permit and construction
 - Total project cost is estimated at \$289,159
 - The District will reimburse the City for the project costs
 - Special Events may be hosted by the parties, subject to approval
 - Maintenance responsibilities will be shared by the parties

Stakeholders Engagement

- ❑ Facilities Planning & Development sought and received feedback from Centennial Plaza stakeholders, including:
 - Culinary Arts Academy
 - Coil School of the Arts
 - Cashier Services
 - Emergency & First Responders
 - District Police
 - Facilities Maintenance & Operation

- ❑ Feedback will be incorporated into the design, construction and long-term operations.

WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL



LOCATION 1:

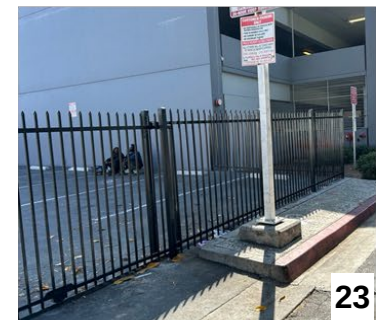
1) INSTALL VEHICLE
SWING GATE
(INGRESS ONLY)

2) INSTALL
PEDESTRIAN
GATE + LANDING



LOCATION 1A:

1) FENCING
INSTALLED BY
PRIVATE
OWNER
(EXISTING)



WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL

LOCATION 2:

1) INSTALL VEHICLE
ROLLING /SWING
GATE COMBO

2) INSTALL
PEDESTRIAN
GATE + ADA
LANDING

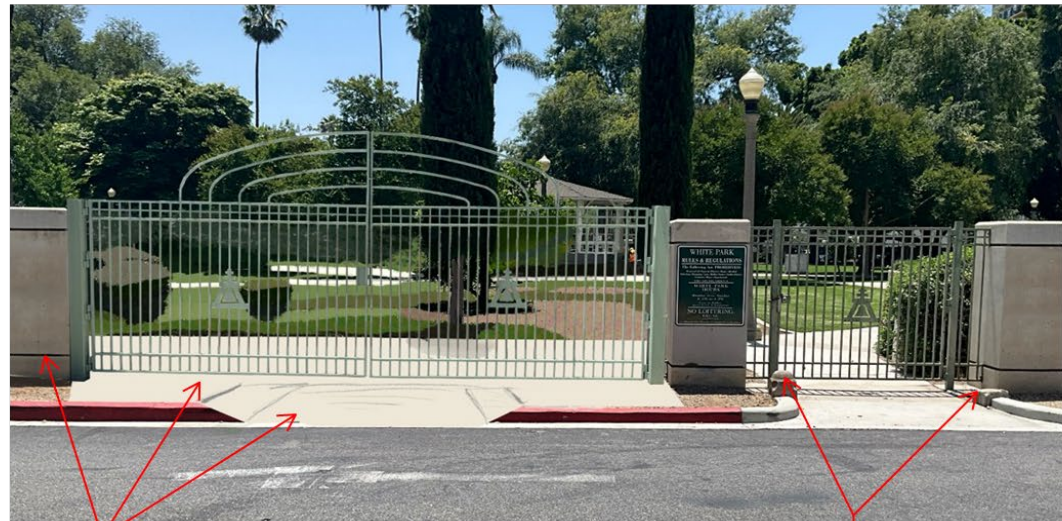


PEDESTRIAN GATE WITH
PANIC HARDWARE

VEHICULAR ACCESS GATE
(INGRESS + EGRESS)

LOCATION 2A:

1) INSTALL NEW
PEDESTRIAN GATE
AND RAMP TO
MATCH EASTERN
PARK ENTRANCE
(AS SHOWN IN
PHOTOSIMULATION)



NEW GATE, CONCRETE PILLAR
AND PEDESTRIAN RAMP

PRESERVE + RESTORE
HISTORIC CURB CAPS

WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL

LOCATION 3:

1) INSTALL VEHICLE
ROLLING GATE

2) INSTALL
PEDESTRIAN
GATE + ADA
LANDING



DEMOLISH SECTION OF
PLANTER TO PROVIDE ADA
LANDING (AS-NEEDED)

PEDESTRIAN GATE WITH
PANIC HARDWARE

VEHICULAR ACCESS GATE
(EGRESS ONLY)

RECORDING REQUESTED BY)
 AND WHEN RECORDED MAIL TO:)
)
)
 City of Riverside)
 3900 Main Street)
 Riverside, CA 92522)
 Attn: City Manager)
)
 Project: Whittier Alley, Riverside,)
 California, 92501)

(Space above for Recorder's Use Only)

This document is exempt from the payment of a recording fee
 pursuant to Government Code § 6103 and 27388.1

RECIPROCAL ACCESS, EASEMENT, AND IMPROVEMENT AGREEMENT FOR THE WHITTIER PLACE ALLEY VACATION

THIS RECIPROCAL ACCESS, EASEMENT, AND IMPROVEMENT AGREEMENT ("Agreement") is made as of _____, 20__ (the "Effective Date") by the City of Riverside, a California charter city and municipal corporation ("City"); and the Riverside Community College District, a California community college district ("RCCD"); and Girges Gad, owner of the property at (STREET ADDRESS AND APN) ("Owner") (together, the "Parties") with reference to the following facts:

RECITALS

- A. Whittier Place, an alley within the City of Riverside (the "Alley"), lies between White Park, owned by the City, along the southwest, and properties owned by RCCD and Owner to the northeast; between Chestnut Street to the northwest, and Market Street to the southeast, as depicted herein on Exhibit "A"; and
- B. RCCD and others have expressed concern over graffiti, trash, other illicit activities, the safety of students and the public in the Alley, all arising from transients and others from adjacent areas; and
- C. The Parties desire to cooperate to address the above concerns and have identified limiting public access to the Alley as a solution.

NOW, THEREFORE, the Parties hereby agree as follows:

RECIPROCAL ACCESS AND EASEMENTS (BETWEEN ALL PARTIES)

1. The City has conferred with all the other adjacent property owners (RCCD and Owner), and internally reviewed the public need for the Alley, and the Parties have determined and agree that unrestricted public access through the Alley is not needed, and that generally limiting Alley access to the property underlying the Alley to the Parties, their officers, directors, employees, guests, invitees, licensees, agents, contractors, tenants, and emergency services while preserving adequate access to all adjacent parcels, will benefit all the Parties.
2. The Parties agree and understand that upon the City's vacation of the Whittier Place right-of-way ("ROW"), a necessary condition precedent to this Agreement, that the adjacent property boundaries extend to the centerline of what was the Alley.
3. Any and all existing public, utility, and other easements, excepting the ROW, remain unchanged and in full force.
4. Each Party hereby grants to the other, its successors and assigns, a nonexclusive easement for ingress and egress over, along and across that Party's property within the area currently designated as an Alley, as depicted in Exhibit "A" (the respective easements, which together constitute the area currently designated as the Alley, which may also be referred to as the "Easement Area"), effectively creating a private alley.
5. The respective grants of easements above described are made for the purpose of maintaining the Parties' access for ingress and egress of motor vehicles through the Easement Area, explicitly including emergency access across and to all parts of the area currently designated as an Alley. Except for the barrier gates provided herein, no Party shall construct, install, maintain or permit to remain any wall, fence or other barrier on or between the easements above granted that would preclude or interfere with the use of the easements and the Easement Area.
6. Each of the Parties agree that they will continuously maintain and repair their respective portions of the Easement Area at their own expense, and shall not perform any act, or allow any act to be performed, that will cause the deterioration of said easement. Should any Party (or Parties) fail to maintain their easement, the City, upon giving thirty (30) days written notice to repair, and upon failure of the other Party (or Parties) to repair the easement, shall have the right to repair the easement and seek reimbursement from the other Party (or Parties).
7. Each Party agrees the Easement Area shall serve as a private alley only for the benefit of the Parties, and shall use the Easement Area accordingly, and agrees not to create a public or private nuisance.
8. The Parties agree that the City and/or RCCD may host special events in the Easement Area, subject to permits obtained through the City's special events program, and the written approval by the City and/or RCCD.

**IMPROVEMENTS
(BETWEEN CITY AND RCCD ONLY)**

9. In accordance with the Reimbursement Agreement attached hereto as Exhibit “B”, and depicted in Exhibit “C”, both attached hereto and incorporated by these references, the City agrees to install fencing and locked barrier gates (the “Improvements”) and all appurtenances described herein, at RCCD’s expense. The barrier gates shall be adequate to prevent unauthorized access by persons and vehicles. Each Party shall have keys or similar access through the barrier gates at Chestnut and Market Streets, and the north/south alleyway which connects University Avenue and White Park’s northerly exit at any time. More specifically, access shall also include:

- a. Electronic or telecom access for vendors, contractors, and service providers
- b. Electronic + key access for shopping center’s private property owner to facilitate maintenance
- c. Electronic + key access for Riverside Community College District staff
- d. Electronic + key + emergency services access for City of Riverside

9.1 The City will assist in the design process of these gates and will waive permitting fees for their installation (excepting electrical permits).

9.2 “Knox Boxes” shall be provided at each barrier gate to allow emergency access for fire, police, medical, and other emergency access. City shall also install locked pedestrian gates with panic hardware to allow egress at any time at Chestnut and Markets Streets, as depicted in Exhibit “C.” City shall complete necessary construction work to ensure that pedestrian gates meet accessibility standards.

9.3 The Parties agree that the cost of ongoing maintenance, repairs, emergency repairs, and necessary replacement of the Improvements shall be shared between RCCD and the City as follows:

9.3.1 For the Improvements at Market and Chestnut Streets (Exhibit “C”, locations 1 and 3)

9.3.1.1 During years 1-3 of this Agreement, RCCD and City shall share the costs equally, with the City’s contribution capped at \$5,000 annually. RCCD shall be responsible for all costs after the City’s \$5,000 limit is reached each year.

9.3.1.2 Beginning in year 4, and for the remainder of the term of this Agreement, the City agrees to pay 25% of the costs, with the City’s contribution capped annually at \$5,000. RCCD shall be responsible for all costs after the City’s \$5,000 limit is reached each year.

9.3.2 For the Improvements opposite White Park, between RCCD's buildings at 3892 and 3902 University Ave (Exhibit "C", location 2), RCCD shall maintain at its own expense.

9.3.3 For the Improvements on Whitter Place adjacent to White Park (Exhibit "C", location 2A), City shall maintain at its own expense.

9.4 "Maintenance" includes cleaning, mechanical upkeep, repainting, electrical or access hardware repairs, utility costs, and any other work required to maintain safe and functional operation. "Repairs" include as-needed corrective work due to wear, vandalism, or accidental damage.

9.5 In the event of emergency repairs necessary for public safety or emergency access, the Party discovering the issue may perform the work and shall notify the other Party within 48 hours. Costs shall be shared equally between RCCD and the City unless the repair was necessitated by the negligence or willful misconduct of one Party, in which case that Party shall bear the full cost.

GENERAL PROVISIONS (BETWEEN ALL PARTIES)

10. Each Party (City, RCCD, and Owner) agrees, at its cost and expense, to promptly defend the other Party, and that Party's employees, officers, managers, agents and council members (collectively the "Parties to be Defended") from and against any and all claims, allegations, lawsuits, arbitration proceedings, administrative proceedings, regulatory proceedings, or other legal proceedings which arise out of, or relate to, or are in any way connected with: 1) the work, activities, operations, or duties of the indemnifying Party, or of anyone employed by or working under the indemnifying Party, or 2) any breach of the Agreement by the indemnifying Party. This duty to defend shall apply whether or not such claims, allegations, lawsuits or proceedings have merit or are meritless, or which involve claims or allegations that any or all of the Parties to be Defended were actively, passively, or concurrently negligent, or which otherwise assert that Parties to be Defended are responsible, in part, for any loss, damage or injury. The indemnifying Party agrees to provide this defense immediately upon written notice from Parties to be Defended, and with well qualified, adequately insured and experienced legal counsel acceptable to the Parties to be Defended. This obligation to defend as set forth herein is binding on the successors, assigns and heirs of the indemnifying Party and shall survive the termination of shall indemnify, defend, and hold harmless the other Parties, their governing boards, officers, agents, employees, and volunteers from and against any and all claims, liabilities, damages, losses, costs, or expenses arising out of or related to their own acts or omissions, or those of their agents, contractors, invitees, or licensees, in connection with the use, maintenance, or repair of the Easement Area.

11. Except as to the sole negligence or willful misconduct of the Party to be indemnified, each Party agrees to indemnify, protect and hold harmless the other Party and that Party's employees, officers, managers, agents, and council members ("Indemnified Parties") from and against any claim for damage, charge, lawsuit, action, judicial, administrative, regulatory or arbitration

proceeding, damage, cost, expense (including counsel and expert fees), judgment, civil fine and penalties, liabilities or losses of any kind or nature whatsoever whether actual, threatened or alleged, which arise out of, pertain to, or relate to, or are a consequence of, or are attributable to, or are in any manner connected with the performance of this Agreement, or anyone employed by or working under the indemnifying Party or for services rendered to the indemnifying Party in the performance of this Agreement, notwithstanding that the Indemnified Parties may have benefited from its work or services, but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of the indemnifying Party, its officers, agents, or employees. This indemnification provision shall apply to any acts, omissions, negligence, recklessness, or willful misconduct, whether active or passive, on the part of the indemnifying Party or anyone employed or working under the indemnifying Party.

12. Each Party shall maintain general liability insurance, or a program of self-insurance of commensurate levels, covering its use and activities within the Easement Area and shall provide proof of such insurance to the other Parties upon request. No Party shall be liable for any personal injury, property damage, or other loss occurring in or about the Easement Area except to the extent caused by its own negligence or willful misconduct.

13. Nothing in this Agreement shall be construed to impose upon any Party any obligation, duty, or liability toward any third party not a party to this Agreement, including but not limited to members of the public who may trespass or otherwise gain unauthorized access to the Easement Area.

14. This Agreement shall be effective on the date when fully signed, and shall continue in effect for 20 years, except as terminated below. Upon expiration, all easements granted by the Agreements shall explicitly terminate and be of no further force or effect. This Agreement may be renewed, extended, or modified only by the written agreement of the Parties hereto, their successors, or assigns.

15. Owner may withdraw from the agreement upon six months' notice to the other Parties. In the event of Owner's withdrawal, this agreement remains in full force and effect between City and RCCD. Owner shall, at its own expense, relocate the gates and all associated improvements at Chestnut Street to the property line between Owner and RCCD. Upon Owner's withdrawal, Owner's easement rights shall revert to those *status quo ante*; except that Owner shall have no rights to or through that revised gated area, any access to the remaining portion of the Easements, or to Market Street.

16. The City or RCCD may withdraw from this Agreement upon one year's notice to all remaining Parties. In the event of the City's or RCCD's withdrawal, this Agreement terminates as to all parties, and all improvements made under this Agreement shall be removed, and the immediate area restored. Each Party shall pay to remove improvements on that Party's own property or the proportional costs per linear foot of gate, where a gate extends upon more than one property.

17. Service of any notices, bills, invoices or other documents required or permitted under this agreement shall be sufficient if sent by one party to the other by United States mail, postage prepaid and addressed as follows:

City

City of Riverside
Gil Hernandez, Public Works Director
3900 Main Street, 4th Floor
Riverside, CA 92522

RCCD

Riverside Community College District
Attn: _____
3801 Market Street
Riverside, CA 92501

Owner

Girges Gad
Email: gadrealty1@gmail.com

Riverside, CA 92522

18. This Agreement shall run with the land and each and all of the terms, burdens and benefits, shall be binding upon the Parties heirs, successors and assigns, and shall continue in effect until such time as the Parties, or their successors and assigns, terminate the easements by a writing duly recorded.

19. This Agreement shall not be subject to the doctrine of merger, even though the underlying fee ownership of the properties described herein, or any parts thereof, is or may become vested in one party or entity.

20. Time is of the essence with respect to each and every provision hereof.

21. All questions with respect to this Agreement, and the rights and liabilities of the parties hereto, shall be governed by the laws of the State of California.

22. Any action at law or in equity brought by either of the parties hereto for the purpose of enforcing a right or rights provided for by this Agreement shall be tried in the Superior Court of California, County of Riverside, and the parties hereby waive all provisions of law providing for a change of venue in such proceedings to any other county.

23. If any provision of this Agreement, or its application to any party or circumstances, is determined to be invalid or unenforceable to any extent by a court of competent jurisdiction, then the remainder of this Agreement, and the application of such provision to persons or circumstances other than those to which said provision has been determined to be invalid or unenforceable, shall not be affected thereby and each provision thereof shall be valid and enforced to the fullest extent permitted by law.

24. This Agreement contains the entire Agreement of the parties hereto, and supersedes any prior written or oral agreements between them concerning the subject matter contained herein. There are no representations, agreements, arrangements, or understandings, oral or written, between the parties hereto, relating to the subject matter contained in this Agreement which are not fully expressed herein.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on the day and year first above written.

CITY OF RIVERSIDE, a California charter city and municipal corporation

RIVERSIDE COMMUNITY COLLEGE DISTRICT, a California community college district

Mike Futrell
City Manager

Printed Name

ATTEST:

Title

Donesia Gause
City Clerk

Certified as to Availability of Funds:

Printed Name

Title

By: _____
Chief Financial Officer

APPROVED AS TO FORM:

OWNER

Anthony L. Beaumon
Sr. Deputy City Attorney

Printed Name

Title

Exhibit “A”

Legal Description and Plat for Whittier Alley

EXHIBIT "A"
Legal Description

Project: Reciprocal Access, Easements, and Improvement Agreement
Location: Whittier Place between the Northwestern line of Market Street
and Southeasterly, of Vacated Chestnut Street

That certain real property located in the City of Riverside, County of Riverside, State of California, described as follows:

That portion of Whittier Place, 23 feet in width, lying Southeasterly of the Southwesterly prolongation of the Northwestern line of Lot 25 in Block 2 of DR. C. WHITTIER'S SUBDIVISION, on file in Book 3 of Maps, at Page 7 (formerly referred to as Page 8) thereof, Records of San Bernardino County, California, and lying Northwesternly of the Southwesterly prolongation of the Southeasterly line of Lot 1 in Block 1 of said DR. C. WHITTIER'S SUBDIVISION.

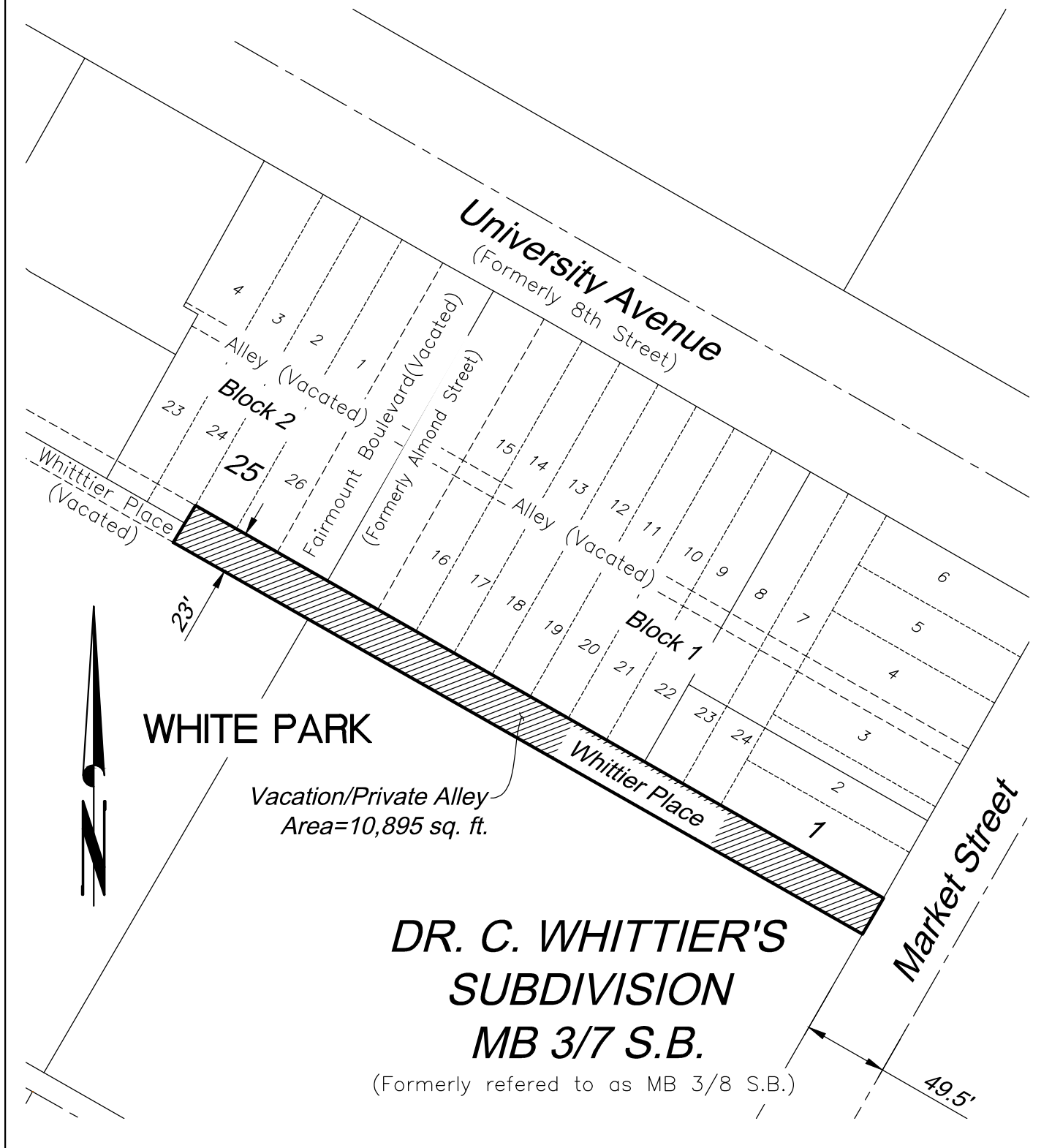
Area = 10,895 sq. ft.

This description was prepared by me or under my direction in conformance with the requirements of the Land Surveyors Act.

DB Webb 6/12/2025 Prep. dbw
Douglas B. Webber, L.S. 9477 Date



EXHIBIT A



• CITY OF RIVERSIDE, CALIFORNIA •

THIS PLAT IS SOLELY AN AID IN LOCATING THE PARCEL(S) DESCRIBED IN THE ATTACHED DOCUMENT. IT IS NOT A PART OF THE WRITTEN DESCRIPTION THEREIN.

SHEET 1 OF 1

SCALE: 1" = 80'

DRAWN BY: dbw

DATE: 6/11/25

SUBJECT: Whittier Place - Vacation

Exhibit “B”

Reimbursement Agreement

REIMBURSEMENT AGREEMENT
BETWEEN THE CITY OF RIVERSIDE AND
RIVERSIDE COMMUNITY COLLEGE DISTRICT
(Alleyway Fencing at Whitter Place)

THIS REIMBURSEMENT AGREEMENT (“Agreement”) is made and entered into this _____ day of _____, 20____, by and between the CITY OF RIVERSIDE, a California charter city and municipal corporation (“City”) and the RIVERSIDE COMMUNITY COLLEGE DISTRICT, a California community college district (“RCCD”) with reference to the following facts:

RECITALS

A. Whitter Place is an alley within the City of Riverside (the “Alley”), which lies between White Park, owned by the City, along the southwest, and properties owned by RCCD and Private Property Owner (“Owner”) to the northeast; between Chestnut Street to the northwest, and Market Street to the southeast, as provided for in the Reciprocal Access, Easement, and Improvement Agreement for the Whittier Place Alley Vacation, a copy of which is attached hereto for reference as Exhibit A; and

B. The City and RCCD desire to limit public access to the area, and have identified the need to install alleyway fencing and gates at Whitter Place (“Project”); and

C. The City and RCCD desire to partner together to design, administer, and construct the Project; and

D. This Agreement defines specific terms, conditions, and funding responsibilities between the City and RCCD for the Project.

NOW THEREFORE, the Parties hereto agree as follows:

1. Work. The Work shall consist of all entitlements including any applicable California Environmental Quality Act (CEQA) documentation and construction required to complete the Alleyway Fencing at Whitter Place to City specifications. The Work includes, but is not limited to: all design, engineering, plans, estimates, materials, supplies, Utilities, labor, construction, inspection, and other services, as required by any CEQA, RCCD or City approvals.

a. City’s Responsibilities. The City is solely responsible to obtain, perform, or provide all aspects of the Work, including but not limited to: traffic signal plan design; pot-holing and utility coordination; contract administration; entitlements including applicable CEQA documentation, bidding/hiring of any contractors; management of any contractors; liability for installation of the traffic signal and its associated improvements; public works inspection of the signal; and traffic signal maintenance staff for traffic signal turn-on.

b. RCCD's Responsibilities. RCCD shall fully fund the construction costs as provided in section 3 of this Agreement.

2. Term. This Agreement shall be effective upon the recording of the RECIPROCAL ACCESS, EASEMENT, AND IMPROVEMENT AGREEMENT FOR THE WHITTIER PLACE ALLEY VACATION entered into by the parties thereto, and shall remain in effect until the Project is complete, unless otherwise terminated pursuant to the provisions herein.

3. Compensation. Within thirty (30) days of receiving a letter from the City documenting bidding results, RCCD shall concur with bid results by depositing funds with the City in the amount of the accepted bid, plus 10 percent contingency for construction costs. The estimate is Two Hundred Eighty-Nine Thousand One Hundred Fifty-Six Dollars and Twenty-Five Cents (\$289,156.25). If RCCD does not concur with bid results, the City shall rebid the project. The City shall fund entitlements, including applicable CEQA documentation. The City shall keep accurate records of costs expended for the Work and provide a copies to RCCD. Within thirty (30) days of the City's acceptance of the Work as completed, the City shall remit any unused balance to RCCD. This compensation shall not be increased beyond the amount described in the bidding results letter, without a signed agreement in writing by the City and RCCD.

4. Competitive Bidding of Work. The City shall solicit competitive bids for construction of the Work and in accordance with the competitive bidding procedures for public works projects undertaken.

5. Construction of the Work. The City shall construct and inspect the Work in accordance with any approved plans prepared by the City. The Project shall be completed within one year of the date of final execution of this Agreement.

6. Compliance with Applicable Law. The City shall require that its contractors comply with all federal, state, and local laws and regulations, including without limitation, building, plumbing, mechanical and electrical codes, and provisions of the City's municipal code, as applicable to construction of the Work in accordance with approved plans.

7. Contractors. The contractor(s) that the City employs to construct the Work shall be duly licensed, insured and bonded.

8. Notices. Service of any notices, bills, invoices or other documents required or permitted under this agreement shall be sufficient if sent by one party to the other by United States mail, postage prepaid and addressed as follows:

City

City of Riverside
Gil Hernandez, Public Works Director
3900 Main Street, 4th Floor
Riverside, CA 92522

RCCD

Riverside Community College District
Attn: _____
3801 Market Street
Riverside, CA 92501

9. Nondiscrimination. Except as provided in Section 12940 of the California Government Code, the Parties shall not discriminate on the grounds of race, religious creed, color, national origin, ancestry, age, physical handicap, medical condition including the medical condition of Acquired Immune Deficiency Syndrome (AIDS) or any condition related thereto, marital status, sex or sexual orientation, genetic information, gender, gender identity, or gender expression, veteran or military status, in the selection and retention of employees and subcontractors and the procurement of materials and equipment. Contractor shall also comply with the requirements of the Americans with Disabilities Act in the performance of the Agreement.

10. Defense Obligation. RCCD agrees, at its cost and expense, to promptly defend the City, and the City's employees, officers, managers, agents and council members (collectively the "City Parties to be Defended") from and against any and all claims, allegations, lawsuits, arbitration proceedings, administrative proceedings, regulatory proceedings, or other legal proceedings which arise out of, or relate to, or are in any way connected with: 1) the Services, work, activities, operations, or duties of RCCD, or of anyone employed by or working under RCCD, or 2) any breach of the Agreement by RCCD. This duty to defend shall apply whether or not such claims, allegations, lawsuits or proceedings have merit or are meritless, or which involve claims or allegations that any or all of the City Parties to be Defended were actively, passively, or concurrently negligent, or which otherwise assert that City Parties to be Defended are responsible, in part, for any loss, damage or injury. RCCD agrees to provide this defense immediately upon written notice from the City, and with well qualified, adequately insured and experienced legal counsel acceptable to City. This obligation to defend as set forth herein is binding on the successors, assigns and heirs of RCCD and shall survive the termination of this Agreement.

City agrees, at its cost and expense, to promptly defend the RCCD, and the RCCD's employees, officers, managers, agents and Board Members (collectively the "RCCD Parties to be Defended") from and against any and all claims, allegations, lawsuits, arbitration proceedings, administrative proceedings, regulatory proceedings, or other legal proceedings which arise out of, or relate to, or are in any way connected with: 1) the Services, work, activities, operations, or duties of the City, or of anyone employed by or working under the City, or 2) any breach of the Agreement by the City. This duty to defend shall apply whether or not such claims, allegations, lawsuits or proceedings have merit or are meritless, or which involve claims or allegations that any or all of the RCCD Parties to be Defended were actively, passively, or concurrently negligent, or which otherwise assert that the RCCD Parties to be Defended are responsible, in part, for any loss, damage or injury. City agrees to provide this defense immediately upon written notice from the RCCD, and with well qualified, adequately insured and experienced legal counsel acceptable to

RCCD. This obligation to defend as set forth herein is binding on the successors, assigns and heirs of the City and shall survive the termination of this Agreement.

11. Indemnity. Except as to the sole negligence or willful misconduct of the City, RCCD agrees to indemnify, protect and hold harmless the City and the City's employees, officers, managers, agents, and council members ("City Indemnified Parties") from and against any claim for damage, charge, lawsuit, action, judicial, administrative, regulatory or arbitration proceeding, damage, cost, expense (including counsel and expert fees), judgment, civil fine and penalties, liabilities or losses of any kind or nature whatsoever whether actual, threatened or alleged, which arise out of, pertain to, or relate to, or are a consequence of, or are attributable to, or are in any manner connected with the performance of this Agreement, or anyone employed by or working under RCCD or for services rendered to RCCD in the performance of this Agreement, notwithstanding that the City may have benefited from its work or services, but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of RCCD, its officers, agents, or employees. This indemnification provision shall apply to any acts, omissions, negligence, recklessness, or willful misconduct, whether active or passive, on the part of RCCD or anyone employed or working under RCCD.

Except as to the sole negligence or willful misconduct of the RCCD, City agrees to indemnify, protect and hold harmless the RCCD and the RCCD's employees, officers, managers, agents, and Board Members ("RCCD Indemnified Parties") from and against any claim for damage, charge, lawsuit, action, judicial, administrative, regulatory or arbitration proceeding, damage, cost, expense (including counsel and expert fees), judgment, civil fine and penalties, liabilities or losses of any kind or nature whatsoever whether actual, threatened or alleged, which arise out of, pertain to, or relate to, or are a consequence of, or are attributable to, or are in any manner connected with the performance of this Agreement, or anyone employed by or working under the RCCD or for services rendered to the City in the performance of this Agreement, notwithstanding that the RCCD may have benefited from its work or services, but only in proportion to and to the extent such liability, loss, expense, attorneys' fees, or claims for injury or damages are caused by or result from the negligent or intentional acts or omissions of the City, its officers, agents, or employees. This indemnification provision shall apply to any acts, omissions, negligence, recklessness, or willful misconduct, whether active or passive, on the part of the City or anyone employed or working under the City.

12. Waiver. No action or failure to act by the City and/or RCCD shall constitute a waiver of any right or duty afforded the parties under this Agreement, nor shall any such action or failure to act constitute approval of or acquiescence in any breach thereunder, except as may be specifically provided in this Agreement or as may be otherwise agreed in writing.

13. Amendments. This Agreement may be modified or amended only by a written agreement executed by the RCCD and the City.

14. Time of Essence. Time is of the essence for each and every provision of this Agreement.

15. Severability. Each paragraph and provision of this Agreement is severable from each and every other paragraph and provision, and if any paragraph, provision or part thereof is declared invalid, the remaining paragraphs and provisions shall nevertheless remain in full force and effect.

16. Authority. The individuals executing this agreement and the instruments referenced herein on behalf of the Parties each represent and warrant that they have the legal power, right and actual authority to bind the Parties to the terms and conditions hereof.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on the day and year first above written.

CITY OF RIVERSIDE, a California charter city and municipal corporation

RIVERSIDE COMMUNITY COLLEGE DISTRICT, a California community college district

Mike Futrell
City Manager

Printed Name

ATTEST:

Title

Donesia Gause
City Clerk

Certified as to Availability of Funds:

Printed Name

Title

By: _____
Chief Financial Officer

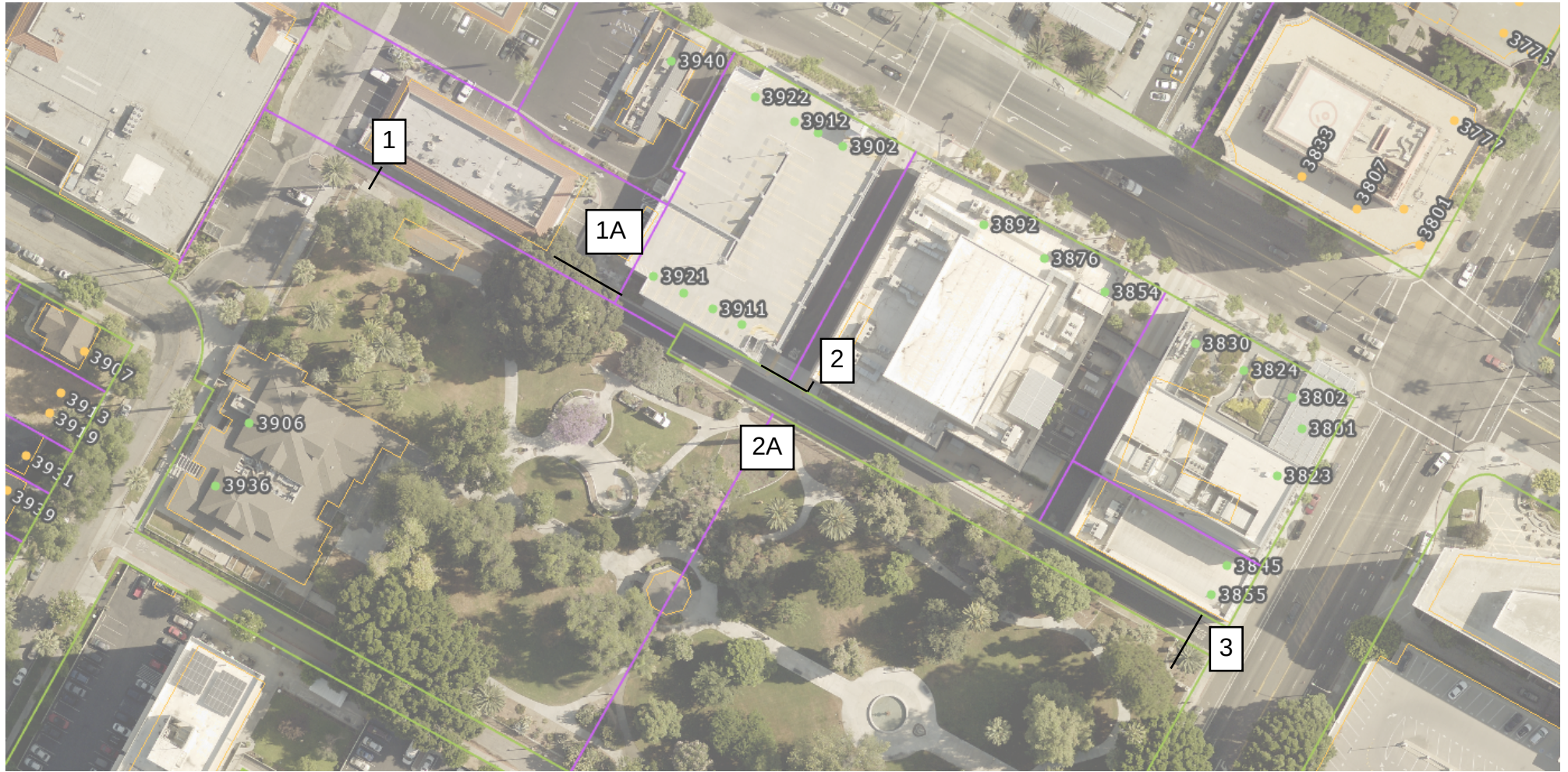
APPROVED AS TO FORM:

Anthony L. Beaumon
Sr. Deputy City Attorney

Exhibit “C”

Fence and Gate Diagrams

WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL



LOCATION 1:

1) INSTALL VEHICLE SWING GATE (INGRESS ONLY)

2) INSTALL PEDESTRIAN GATE + LANDING



LOCATION 1A:

1) FENCING INSTALLED BY PRIVATE OWNER (EXISTING)

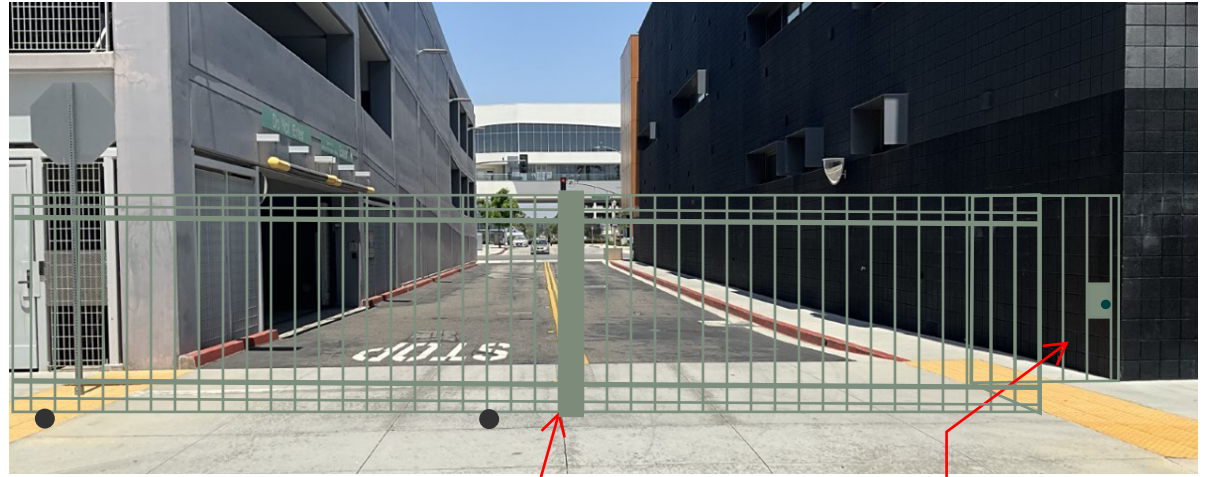


WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL

LOCATION 2:

1) INSTALL VEHICLE
ROLLING /SWING
GATE COMBO

2) INSTALL
PEDESTRIAN
GATE + ADA
LANDING



VEHICULAR ACCESS GATE
(INGRESS + EGRESS)

PEDESTRIAN GATE WITH
PANIC HARDWARE

LOCATION 2A:

1) INSTALL NEW
PEDESTRIAN GATE
AND RAMP TO
MATCH EASTERN
PARK ENTRANCE
(AS SHOWN IN
PHOTOSIMULATION)



NEW GATE, CONCRETE PILLAR
AND PEDESTRIAN RAMP

PRESERVE + RESTORE
HISTORIC CURB CAPS

WHITTIER PLACE ALLEYWAY ACCESS REVISION PROPOSAL

LOCATION 3:

1) INSTALL VEHICLE
ROLLING GATE

2) INSTALL
PEDESTRIAN
GATE + ADA
LANDING



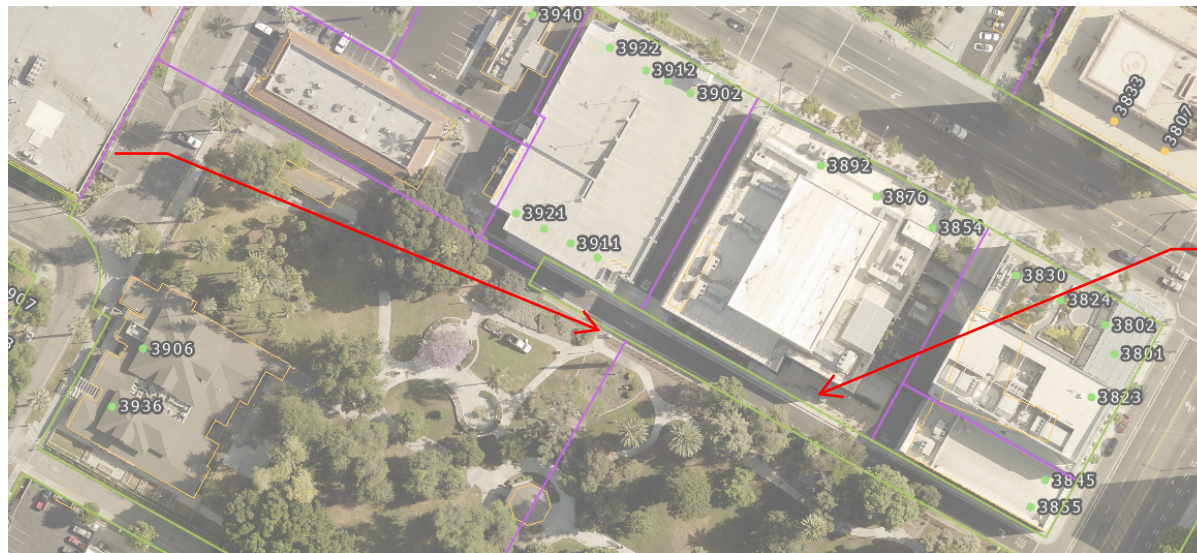
DEMOLISH SECTION OF
PLANTER TO PROVIDE ADA
LANDING (AS-NEEDED)

PEDESTRIAN GATE WITH
PANIC HARDWARE

VEHICULAR ACCESS GATE
(EGRESS ONLY)

ADDITIONAL NOTES:

CONSIDER LIGHTING
IMPROVEMENTS
THROUGHOUT



RCC TO EXAMINE
ENCLOSING UTILITY
AREA, WITH
NECESSARY
APPROVALS

Board of Trustees Regular/Committee Meeting (IV.D)

Meeting	January 6, 2026
Agenda Item	Equity, Social, Economic, and Environmental Justice (IV.D)
Subject	Equity, Social, Economic & Environmental Justice Committee - Diversity, Equity, and Compliance Program Updates
College/District	District
Funding	N/A
Recommended Action	Information Only

Background Narrative:

The attached informational report provides an update on current Diversity, Equity, and Compliance initiatives and progress aligned with the District Strategic Plan.

Prepared By: Tammy Few, Vice Chancellor, Human Resources & Employee Relations
 Lorraine Jones, District Compliance Officer
 JoAnn Jordan, Civil Rights Coordinator
 Derrick Whitlock, Civil Rights Coordinator
 Shawna Bushell, Dean, Educational Services and Distance Learning

Attachment(s):

[Presentation - Diversity Equity and Compliance Program Update](#)



RCCD

RIVERSIDE COMMUNITY
COLLEGE DISTRICT

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Diversity, Equity and Compliance Program Updates

*Strengthening institutional compliance, improving
service delivery, and building District-wide capacity.*

January 6, 2026

Board of Trustees Committee Meeting

Presenters:

Dr. Lorraine Jones, District Compliance Officer and Title IX Coordinator

JoAnn Jordan, Civil Rights Coordinator

Derrick Whitlock, Civil Rights Coordinator

Dr. Shawna Bushell, Dean of Educational Services and Distance Learning

Dr. James Bany, Associate Professor Sociology, Moreno Valley College



Staffing Updates

Civil Rights Coordinators

- JoAnn Jordan, MPA
Focus Areas: Title 5, ADA/FEHA
 - RCC Alum
 - Work experience in the Private Sector coordinating interactive process for reasonable accommodation and workplace investigations

Location: District Office
P: 951-779-3293
E: joann.jordan@rccd.edu
- Derrick Whitlock, BA
Focus Areas: Title 5, Title IX/SB 493
 - Work experience in public agencies coordinating workplace investigations, employee and labor relations.

Location: District Office
P: 951-779-3292
E: derrick.whitlock@rccd.edu



Training and Capacity Building

Comprehensive Training Academy:

Foundational

- Creating a Culture of Respect
- Workplace Bullying: A Growing Concern
- Mandated Reporting
- Free Speech & Campus Expression

Compliance and Risk Management

- Responding to Sexual Harassment/Misconduct: Effective Institutional Compliance with Title IX and SB 493
- ADA Title II Workshop
- Disciplinary and Harassment Investigations: Who, What, When and How
- Advanced Misconduct and Disciplinary Investigations
- Navigating the Crossroads of Discipline and Disability Accommodation



HRER Case Management Modernization Initiative

Migrating HRER Cases from Maxient to a Dedicated HRER Platform

Why Change is Needed

- Maxient is student conduct–focused, not designed for HRER casework.
- HRER requires a platform with specialized workflows, secure access, and robust analytics to manage:
 - EEO & Title 5 cases
 - ADA/interactive process cases
 - Investigations & complaints
 - Labor/employee relations matters
 - Performance management documentation & corrective action

A dedicated HRER system strengthens consistency, compliance, and risk mitigation.



Comparing Platforms

Feature / Requirement	Maxient (Current)	HR Acuity (Under Review)
Primary Purpose	Student conduct & behavioral intervention	Human Resources case management
HR Workflow Support	Limited; not designed for HR	Purpose-built workflows for investigations, accommodations, corrective action
Compliance Alignment	Student-services oriented	Supports FEHA, Title 5, Title IX ADA, EEO, labor relations
Security & Access Controls	Broad role access; not granular	Role-based permissions, audit trails, confidentiality controls
Documentation Tools	Student-focused templates	HR investigation templates, standardized documentation
Analytics & Reporting	Limited for HR needs	Dashboards, KPIs, trend identification, hotspot analytics
Case Lifecycle Tracking	Not optimized for HR	Full lifecycle: intake → investigation → closure → follow-up
Enterprise Use	Primarily higher ed student services	Used by large HR departments across industries
Capacity for District Patterns	Not designed for workforce trend analysis	Identifies systemic patterns & risk indicators



HRER Case Management Modernization Initiative

Next Steps

- Complete vendor demonstrations (February 2026)
- Licensing and cost analysis (Feb 2026)
- IT Security and data privacy review (March 2026)
- Develop phased transition and implementation plan (April 2026)



Recruitment & Hiring Focus Group Initiative

District-wide Collaboration to Strengthen Hiring Practices

Purpose

- As part of our districtwide commitment to strengthening equitable hiring and retention practices, we are organizing a series of college-based focus groups. These sessions will help contextualize recent workforce and applicant data and surface insights into the perceptions, practices, and lived experiences that shape recruitment, hiring, and promotional outcomes.

Participation

- Each College President identified focus group participants

Facilitation

- Third-Party vendor
- Ensures neutral, confidential, and honest dialogue

Focus Areas

- Transparency and consistency
- Candidate experience
- Barriers for marginalized groups
- Time-to-Hire
- Alignment with Title 5 EEO and DEIA goals

Outcome

- Findings will inform updates to hiring procedures, training, and process improvements.

Projected Completion: April 2026



Harassment Prevention Training Completion by Employee Group

Employee Group	Total Assigned	Completed	In Progress	Not Started	2025 YTD Completion Rate	2022-2024 Average Completion Rate
Associate Faculty	2052	1124	80	848	54.8%	42%
Regular Faculty	525	458	22	44	87.4%	59%
Short-Term Temporary	194	79	7	108	40.7%	33%
Classified Professionals	661	545	36	80	82.4%	65%
Administrators	175	141	13	21	80.6%	63%
District Total	3606	2347	158	1101	65.1%	50%



Improvements Driving Increased Training Completion

Key Changes Implemented

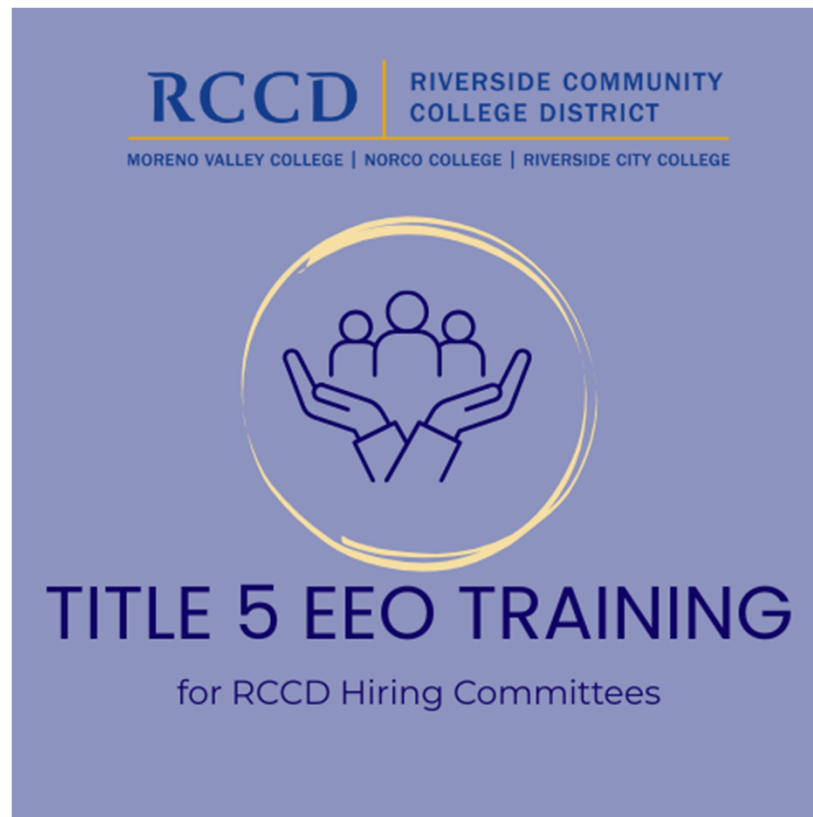
- Centralized assignment and tracking through the Vision Resource Center
- Clearer identification of required training by employee groups
- Improved data accuracy and reconciliation of assignments
- Expanded use of automated notifications and reminders

Result

- Measurable increase in completion rates across all employee groups
- Significant gains compared to the prior three year average completion rates
- Stronger alignment with District Strategic Plan Goals and compliance expectations



Title 5 EEO Training for Hiring Committees



This comprehensive training offers an in-depth understanding of Equal Employment Opportunity (EEO) requirements as outlined in Title 5 of the California Code of Regulations.

Designed for faculty, staff, and administrators serving on hiring committees, this four-part series equips participants with the knowledge, awareness, and practical tools to support equitable, inclusive, and legally compliant hiring processes. Participants will explore:

- *The legal foundations and intent of Title 5 EEO regulations
- *The educational and institutional benefits of workforce diversity
- *Common barriers to fair hiring and how to interrupt bias
- *Evidence-based strategies for supporting equity throughout recruitment, screening, and selection.

Grounded in research and real-world application, this training affirms the critical role hiring committee members play in advancing diversity, equity, inclusion, and accessibility across California Community Colleges.



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Program Funding Supported by HRER

Building a Sense of Belonging

Culinary Academy DHH Canvas Module



***Special Thanks to
Chef David Avalos

[Watch the DHH video](#)

**More Than Words:
Building Inclusive
Culinary Spaces**





Building a Sense of Belonging

Say My Name: A Faculty Training Initiative Using Name Coach

A cultural competency professional-development initiative that uses **NameCoach**, a pronunciation and identity-affirmation tool, to strengthen belonging, respect, and inclusive learning environments. The training helps educators understand that accurately pronouncing a student's name is not a small courtesy—it is a **core equity practice** that signals respect, reduces microaggressions, and improves engagement and persistence, especially for students of color, LGBTQ+ students, and multilingual learners.

**2024-2025 Introduction
Reached 1378 Students**



**Fall 2025
Reached 2017 Students**





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Faculty Reflections

Using Name Coach has been a game-changer for me in terms of building cultural competency and fostering inclusivity in my classroom. It has shown me just how important it is to get names right, not just for accuracy, but for the respect and connection it brings

My own awareness of cultural competency and inclusivity has also grown through my participation in this project. As an immigrant with a difficult name to pronounce, I have lived it. My name is mispronounced even now, after I legally changed it and shortened it, so I am aware of the psychological impact of giving up a part of my identity.



namecoach

**Let the world
really know
your name.**





Support for Student Groups



Collaboration with student affinity groups and cultural organizations



Collaboration with Student Government Leadership



Guidance on policy, protected-class issues and inclusive learning environments



Support for students navigating complaint resolution processes



Strategic Plan Alignment

DEC Initiative Aligned with District Strategic Plan:

- Establish baseline measure for complaint-resolution cycle
- Increase mandatory training compliance training completion rate toward 100%
- Reduce complaint resolution timelines by a minimum 10% from established baseline as outlined in the District Strategic Plan
- Develop annual Equity Audit of Staffing distribution, including dashboards disaggregated by race, gender, and employee group
- Incorporate equity audit findings into District's annual Strategic Plan Progress Report



Moving Forward

Next Steps

- Strengthen District-wide compliance and service delivery
- Modernize HRER systems to improve consistency and reduce risk
- Advance equity-focused recruitment and hiring practices
- Monitor staffing capacity
- Maintain strong collaboration with District-wide leadership
- Provide the Board with ongoing updates and next steps



RCCD

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Questions

