



OFFICE OF THE PRESIDENT

Item 4.2

PRESENT TO BOARD: APRIL 25, 2018

TO: SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEESFROM: THOMAS C. LEITZEL 

SUBJECT: PRESENTATION – ANNUAL EQUITY UPDATE REPORT

In compliance with the Florida Educational Equity Act (§1000.05, Florida Statutes (F.S.)) and the Florida College System Employment Equity Accountability Program (§1012.86 F.S.), South Florida State College maintains a comprehensive equity plan which documents the college's continual efforts to address areas of underrepresentation of minorities in its academic programs, activities, and employment. The plan is updated annually and submitted to the Office of Equity and Civil Rights Compliance, Division of Florida Colleges, Florida Department of Education (FLDOE) in the form of the Annual Equity Update Report.

The report articulates several measurable goals and objectives related to promoting diversity and ensuring equal access and opportunity for admission to and employment in educational programs and activities; strategies for accomplishing these goals and objectives are provided. The report also furnishes a thorough description of the process for reviewing policies and procedures related to equal opportunity, non-discrimination, and employment accountability as prescribed in the statutes above. Included in these descriptions is the procedure for granting continuing contract status to faculty and evaluating the college president and other senior-level administrative staff.

The process used to prepare SFSC's Annual Equity Update Report entails data collection, analysis and input from several key college faculty, staff, and administrators. The report is submitted in electronic and hard copy formats to the Director, Equity and Civil Rights Compliance, Division of Florida Colleges, Florida Department of Education. It subsequently undergoes a thorough review to ensure compliance; recommendations for improvement, if required, are provided to the college.

The report is forwarded to the President of the Senate and to the Speaker of the House of Representatives, each year, to provide a system-wide progress report on equity and access.

The report is available under separate cover. The presentation of the Annual Equity Update Report to be given at the meeting includes FLDOE comments regarding the 2017 report and seeks the acceptance of the 2017-2018 report from the District Board of Trustees under agenda item 8.1.

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