

Memorandum of Understanding Between
Long Beach City College District
And
Long Beach City College Faculty Association

This Memorandum of Understanding (“MOU”) is entered into between the Long Beach Community College District (“District”) and the Long Beach City College Faculty Association (“LBCCFA”). Where appropriate, the District and LBCCFA will collectively be referred to as the “parties.”

The intent of this MOU is to develop a Diversity, Equity, Inclusion, and Accessibility (DEIA) in Evaluation and Tenure Review Process agreement for Long Beach City College faculty for implementation effective 2026-2027 academic year, in response to the Board of Governors’ action to establish a DEIA competency and criteria framework for evaluating California Community College employees on May 23, 2022. This MOU will be added as an appendix to the 2023-2026 LBCCFA Master Agreement. The District and LBCCFA agree as follows:

1. The District and LBCCFA recognize that DEIA language in faculty evaluation tools is a necessary part of the faculty evaluation process, as outlined in the “Guidance on Implementation of DEIA Evaluation and Tenure Review Regulations,” in the California Community Colleges memorandum issued on May 5, 2023.
2. A DEIA Evaluation and Tenure Review Process should be a coherent process that not only is fully conceptualized but offers a framework for training, assessment, action planning, and implementation.
3. The framework for the DEIA Evaluation and Tenure Review Process should reframe and expand measures, approaches, and processes that are part of a collaborative system that draws on the perspectives, knowledgeable sources, and the experiences of those most affected by the root causes of inequity.
4. The DEIA Evaluation and Tenure Review process should be a collaborative process between the District, LBCCFA, Academic Senate and equity experts to develop metrics that align purposes and measures to ensure that equity is central and throughout the process and evaluation.
5. Should an unforeseen matter arise, the LBCCFA President and the Vice President, Academic Affairs or Executive Vice President, Student Services will consult and come to a mutual agreement to resolve the matter.
6. This MOU shall not be precedent setting.
7. This MOU is effective beginning 2025-2026 and will be implemented beginning in the 2026-2027 Academic Year. The parties commit to working together in good faith to finalize the evaluation tools no later than December 12, 2025 with the intent to incorporate these changes to the evaluation process when negotiating the 2026-2027 successor contract.

For the Long Beach Community College District:


Loy Nashua (Aug 4, 2025 15:41:57 PDT)
Loy Nashua
Vice President Human Resources

For Long Beach City College Faculty Association:


Ryan Carroll
LBCCFA Lead Negotiator

Aug 4, 2025

Date

Aug 4, 2025

Date

LBCCFA DEIA MOU 08.04.25

Final Audit Report

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