

FACULTY AND STAFF ETHNIC DIVERSITY Annual Update

September 2020

Board of Trustees Presentation

SELECT INCLUSION & DIVERSITY ENHANCEMENT INITIATIVES

1. Retention & Culture Impact

1. **2019 LBCC's Diversity Speaker Series** – in partnership with the Long Beach/Orange County Anti-Defamation League, topics weaponizing bias, why words matter, power & privilege, and interrupting bias
2. **Vision for Success Series**, topics included Understanding Implicit Stereotypes & Biases
3. **Diversity & Inclusion Initiatives Report: Year in Review (2018-2019)** – highlighted efforts & initiatives dedicated to promoting an inclusive educational and employment environment

2. Outreach Impact:

1. Center for Urban Education Faculty Diversity Series: Faculty Hiring, & Equity, Inclusion & Diversity – topics: Innovative recruitment methods, improving job announcements, implicit & explicit bias, job interviews
2. Improve Your Marketability – academic
3. Job Fairs (Region 8 City to Sea Community Colleges Diversity Job Fair & California Community Colleges Registry) – academic
4. EEO Training Accessibility
5. Enhanced structure to the recruitment process -- further reduce interview biases, increasing diversity & inclusion

Ethnic Diversity Applicant Pools/Hires



Longitudinal Full Time Faculty Recruitments

	2016-2017		2017-2018		2018-2019		2019-2020	
Ethnicity	Applicant Pool	Hired	-Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	153	0	137	4	45	2	350	2
Hispanic or Latino	162	1	235	7	57	2	282	4
Asian/Native Hawaiian or Pacific Islander	159	4	151	4	59	0	262	2
Native American or Alaska Native	13	0	3	0	1	0	7	0
White	792	23	575	11	117	2	820	7
Two or More	N/A	N/A	112	0	24	1	159	0
Unknown	101	0	125	0	27	1	173	0
Total Applicants	1380	28	1226	26	330	8	2053	15
Total	487	5	638	15	186	5	1060	8
Ethnic Diversity*	38%	18%	53%	58%	61%	71%	56.4%	53%
*Unknown are not included in these percentages.								

Demographics

Full Time Faculty Ethnic Diversity

	2015/16	2016/17	2017/18	2018/19	2019/20
Black or African American	9.00%	7.00%	8.00%	8.00%	8.00%
Hispanic or Latino	16.00%	17.00%	17.00%	17.00%	18.00%
Asian/Native Hawaiian or Pacific Islander	13.00%	14.00%	14.00%	14.00%	14.00%
Native American or Alaska Native	1.00%	0.00%	0.00%	1.00%	1.00%
White	61.00%	62.00%	62.00%	60.00%	59.00%
Total Ethnic Diversity	39.00%	38.00%	39.00%	40.00%	41.00%
Number of Current Full Time Faculty	343	301	342	325	332

Ethnic Diversity Applicant Pools/Hires



Longitudinal Part Time Faculty Recruitments

	2016-17		2017/18		2018/19		2019/20	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	737	14	1042	21	715	24	720	20
Hispanic or Latino	822	63	1367	37	962	21	1052	59
Asian/Native Hawaiian or Pacific Islander	684	43	963	24	793	35	866	37
Native American or Alaska Native	13	0	15	1	25	2	23	2
White	1836	125	1749	110	1828	82	2129	84
Two or More	477	0	629	3	433	0	466	0
*Primary Ethnicity reported above, not included in Total.								
Unknown	381	0	373	0	475	0	398	0
Total Applicants	4950	245	6138	196	5231	164	5654	202
Total	2733	120	4016	86	2928	82	3127	118
Ethnic Diversity*	59%	49%	70%	44%	62%	50%	59%	58%
*Unknown are not included in these percentages.								

Demographics

Part Time Faculty Ethnic Diversity

	2015/16	2016/17	2017/18	2018/19	2019/20
Black or African American	8.00%	7.00%	8.00%	9.00%	8.00%
Hispanic or Latino	16.00%	18.00%	17.00%	16.00%	19.00%
Asian/Native Hawaiian or Pacific Islander	15.00%	16.00%	16.00%	17.00%	18.00%
Native American or Alaska Native	0.00%	0.00%	1.00%	1.00%	1.00%
White	61.00%	58.00%	59.00%	57.00%	54.00%
Total Ethnic Diversity	39.00%	42.00%	41.00%	43.00%	46.00%
Number of Current PT Faculty	1010	951	967	894	938

Ethnic Diversity Applicant Pools/Hires

	2016-17		2017-18		2018-19		2019/20	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	106	1	24	0	180	3	205	2
Hispanic or Latino	81	4	22	3	92	9	312	6
Asian/Native Hawaiian or Pacific Islander	85	4	11	0	92	4	122	2
Native American or Alaska Native	1	0	4	0	9	0	20	0
White	184	9	56	2	282	6	249	5
Two or More	57	0	17	0	167	1	184	2
Unknown	24	0	12	0	63	0	67	0
Total Applicants/Hires	481	18	146	5	885	23	975	17
Total Ethnic Diversity*	330	9	78	3	540	17	726	12
	64%	50%	58%	60%	65%	74%	79%	70.6%
*Unknown are not included in these percentages.								

Longitudinal Management Recruitments

Demographics

Management Ethnic Diversity

	2015/16	2016/17	2017/18	2018/19	2019/20
Black or African American	14.00%	12.00%	13.00%	16.00%	15.64%
Hispanic or Latino	15.00%	17.00%	18.00%	19.00%	23.13%
Asian/Native Hawaiian or Pacific Islander	22.00%	19.00%	16.00%	16.00%	17.01%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	49.00%	52.00%	53.00%	49.00%	44.22%
Total Ethnic Diversity	51.00%	48.00%	47.00%	51%	55.78%
Number of Current Management	106	131	148	127	147

Ethnic Diversity Applicant Pools/Hires

Longitudinal Classified Recruitments

	2016-17		2017/18		2018/19		2019/20	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	465	10	624	13	565	11	298	8
Hispanic or Latino	647	18	1000	20	864	18	632	18
Asian/Native Hawaiian or Pacific Islander	403	7	452	6	412	10	209	3
Native American or Alaska Native	4	0	21	0	49	0	23	0
White	426	28	583	19	568	16	348	13
Two or More	190	0	314	5	357	1	382	11
Decline to State	145	0	175	0	131	0	89	0
Total Applicants/Hires	2280	63	3169	63	2946	56	1599	53
Total	1709	35	2411	44	2302	40	1162	40
Ethnic Diversity*	80%	56%	81%	70%	78%	72%	77%	75.5%
*Unknown are not included in these percentages.								

Demographics

Classified Staff Ethnic Diversity

	2015/16	2016/17	2017/18	2018/19	2019/20
Black or African American	14.00%	14.37%	16.00%	17.00%	17.95%
Hispanic or Latino	27.00%	26.45%	27.00%	27.00%	28.18%
Asian/Native Hawaiian or Pacific Islander	18.00%	17.70%	18.00%	18.00%	17.75%
Native American or Alaska Native	2.00%	1.87%	2.00%	2.00%	1.88%
White	39.00%	39.58%	37.00%	35.00%	34.24%
Total Ethnic Diversity	61.00%	60.42%	63.00%	65.00%	65.76%
Number of Current Classified	488	480	499	472	479