

# FACULTY AND STAFF DIVERSITY Annual Update

September 27, 2016  
Board of Trustees Presentation

## PRESENTATION OVERVIEW

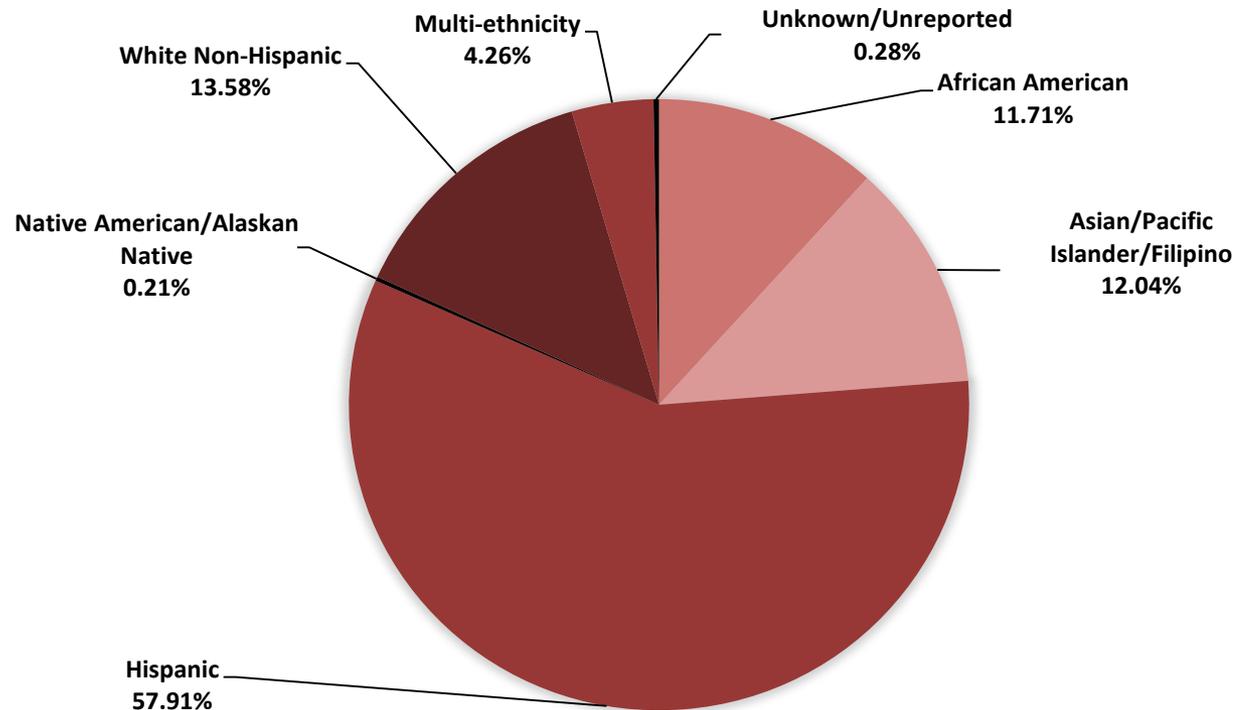
Faculty and Staff  
Diversity  
Plan

Strategic Design  
and  
Implementation

1. Student Profile
2. Hiring Demographics
3. Initiatives

## SPRING 2016 STUDENT PROFILE

(24,441 students: 45% male / 55% female)



# Diversity Applicant Pools/Hires

2012-2013  
 Fall-2016

Longitudinal  
 Management  
 Recruitments

	2012-2013		2013-2014		2014-2015		2015-2016	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	61	0	73	0	130	1	378	4
Hispanic	49	3	39	3	129	3	413	3
Asian/ Pacific Islander	32	3	14	2	78	4	250	4
Caucasian	117	3	176	7	198	13	401	8
Native American	2	1	7	0	12	0	28	0
Unknown	14	0	15	0	37	1	101	0
<b>Total</b>	<b>275</b>	<b>10</b>	<b>324</b>	<b>12</b>	<b>584</b>	<b>22</b>	<b>1571</b>	<b>19</b>
<b>Total Diversity*</b> *Calculated using known population	<b>55%</b>	<b>70%</b>	<b>43%</b>	<b>42%</b>	<b>64%</b>	<b>38%</b>	<b>73%</b>	<b>58%</b>

# Diversity Applicant Pools/Hires

2012-2013  
 Fall-2016

Longitudinal  
 Classified  
 Recruitments

	2012-2013		2013-2014		2014-2015		2015-2016	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	547	2	716	12	1025	9	882	8
Hispanic	732	12	859	31	1436	27	1373	23
Asian/ Pacific Islander	355	4	425	12	821	10	772	16
Caucasian	499	13	743	35	1070	23	933	21
Native American	9	1	22	1	58	1	63	0
Unknown	142	0	201	0	252	5	174	0
<b>Total</b>	<b>2284</b>	<b>32</b>	<b>2966</b>	<b>91</b>	<b>4662</b>	<b>75</b>	<b>4197</b>	<b>68</b>
<b>Total Diversity*</b>	<b>77%</b>	<b>59%</b>	<b>73%</b>	<b>62%</b>	<b>76%</b>	<b>67%</b>	<b>77%</b>	<b>69%</b>
*Calculated using known population								

2012-2013  
Fall-2016

# Diversity Applicant Pools/Hires

Longitudinal  
Full-time Faculty  
Recruitments

	2012-2013		2013-2014		2014-2015		2015-2016	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	2	0	374	1	188	1	412	2
Hispanic	12	1	461	5	229	11	482	11
Asian/ Pacific Islander	21	0	406	3	199	6	395	2
Caucasian	37	1	1111	6	779	24	1203	21
Native American	1	0	56	0	31	0	60	0
Unknown	5	0	192	0	25	0	229	0
<b>Total</b>	<b>78</b>	<b>2</b>	<b>2600</b>	<b>15</b>	<b>1451</b>	<b>42</b>	<b>2781</b>	<b>36</b>
<b>Total Diversity*</b>	<b>49%</b>	<b>50%</b>	<b>54%</b>	<b>60%</b>	<b>45%</b>	<b>43%</b>	<b>53%</b>	<b>42%</b>
<small>*Calculated using known population</small>								

2012-2013  
Fall-2016

Longitudinal  
Part-time Faculty  
Recruitments

## Diversity Applicant Pools/Hires

	2012-2013		2013-2014		2014-2015		2015-2016	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
African American	330	15	473	26	982	16	761	18
Hispanic	398	41	426	56	1011	39	804	33
Asian/ Pacific Islander	354	29	346	44	955	37	775	29
Caucasian	952	101	985	171	1977	115	1646	133
Native American	7	1	47	4	68	0	81	4
Unknown	155	0	152	0	334	0	296	0
<b>Total</b>	<b>2196</b>	<b>187</b>	<b>2429</b>	<b>301</b>	<b>5327</b>	<b>207</b>	<b>4363</b>	<b>217</b>
<b>Total Diversity*</b> <small>*Calculated using known population</small>	<b>53%</b>	<b>46%</b>	<b>57%</b>	<b>43%</b>	<b>60%</b>	<b>44%</b>	<b>60%</b>	<b>39%</b>

2011/2012 -  
 2015/2016

Management  
 Diversity

# Demographics

Management	2011/12	2012/13	2013/14	2014/15	2015/16
African American	12.24%	14.00%	13.00%	12.00%	14.00%
Hispanic	14.29%	16.00%	15.00%	17.00%	15.00%
Asian/Pacific Islander	22.45%	21.00%	21.00%	19.00%	22.00%
Caucasian	51.02%	49.00%	51.00%	52.00%	49.00%
Native American	0.00%	0.00%	0.00%	0.00%	0.00%
Total Diversity	48.98%	51.00%	49.00%	48.00%	51.00%
Number Hired	19	10	5	22	19
Number of Management	103	91	92	101	106

2011/2012 -  
 2015/2016

Classified Staff  
 Diversity

# Demographics

Classified	2011/12	2012/13	2013/14	2014/15	2015/16
African American	14.93%	14.00%	14.00%	14.00%	13.00%
Hispanic	21.75%	23.00%	24.00%	24.00%	26.00%
Asian/Pacific Islander	15.14%	18.00%	18.00%	18.00%	19.00%
Caucasian	46.70%	44.00%	42.00%	42.00%	40.00%
Native American	1.48%	1.00%	2.00%	2.00%	2.00%
<b>Total Diversity</b>	<b>53.30%</b>	<b>56.00%</b>	<b>58.00%</b>	<b>58.00%</b>	<b>60.00%</b>
<b>Number Hired</b>	<b>31</b>	<b>32</b>	<b>91</b>	<b>75</b>	<b>68</b>
<b>Number of Classified</b>	<b>416</b>	<b>377</b>	<b>394</b>	<b>405</b>	<b>434</b>

2011/2012 -  
 2015/2016

Full-Time Faculty  
 Diversity

# Demographics

Full-Time Faculty	2011/12	2012/13	2013/14	2014/15	2015/16
African American	9.42%	9.00%	10.00%	8.00%	9.00%
Hispanic	12.02%	11.76%	13.00%	15.00%	16.00%
Asian/Pacific Islander	11.36%	13.73%	13.00%	14.00%	13.00%
Caucasian	66.23%	65.00%	63.00%	62.00%	61.00%
Native American	.97%	.51%	1.00%	1.00%	1.00%
Total Diversity	33.77%	35.00%	37.00%	38.00%	39.00%
Number Hired	5	2	15	42	36
Number of FT Faculty	308	306	284	316	343

2011/2012 -  
 2015/2016

# Demographics

Part-Time Faculty  
 Diversity

Part-Time Faculty	2011/12	2012/13	2013/14	2014/15	2015/16
African American	6.56%	7.61%	7.00%	7.00%	8.00%
Hispanic	12.65%	14.80%	15.00%	16.00%	16.00%
Asian/Pacific Islander	10.07%	12.07%	13.00%	15.00%	15.00%
Caucasian	70.49%	65.23%	64.00%	62.00%	61.00%
Native American	.23%	0.29%	1.00%	0.00%	0.00%
<b>Total Diversity</b>	<b>30.02%</b>	<b>34.77%</b>	<b>36.00%</b>	<b>38.00%</b>	<b>39.00%</b>
<b>Number Hired</b>	<b>49</b>	<b>187</b>	<b>301</b>	<b>207</b>	<b>217</b>
<b>Number of PT Faculty</b>	<b>423</b>	<b>696</b>	<b>830</b>	<b>913</b>	<b>1010</b>

June 30, 2016

Diversity  
 of  
 All Employee  
 Groups

## Demographics

Diversity	Management	Classified	Full-Time Faculty	Part-Time Faculty
African American	15	59	29	79
Hispanic	16	112	56	158
Asian/Pacific Islander	23	82	46	146
Caucasian	52	172	210	619
Native American	0	9	2	8
<b>Total Employees</b>	<b>106</b>	<b>434</b>	<b>343</b>	<b>1010</b>
<b>Total Diversity</b>	<b>51%</b>	<b>60%</b>	<b>39%</b>	<b>39%</b>

FACULTY  
INTERNSHIP  
PROGRAM

2010-2015

- 38 Program Graduates
- 66% Diversity
- 61% Hired as Part-Time Faculty
- 65% Diversity

2016-2017

- 23 Program Participates
- 78% Diversity

Equal  
Employment  
Opportunity  
Plan  
Initiatives

Faculty  
Internship  
Program

2016/17  
Faculty Interns, Mentors and Departments

Administration of Justice  
*Mentor: Michael Biggs*



Humberto  
Bernabe



Mony  
Lesoon

Art  
*Mentor: Christopher Chinn*



Israel  
Campos

Child Development

*Mentors:*

*Debi Bowens & Kathleen Vokoun*



Kortney  
Hernandez



Felicia  
Lopez

Counseling

*Mentors: Sara Blasetti & Elijah Sims*



Antoinette  
Brown



Melissa  
Rosado



Krysten  
Gonzalez

English

*Mentors:*

*Natalie Burgess, Allison Murray, Velvet Pearson & Laura Wheeler*



Shazia  
Aziz



Karen  
Howes



Caron  
Tate



Melissa  
Valencia



Cheryl  
Ming

Health  
Mentor:  
*Grace Pokorny*

## History

*Mentors: Gilbert Estrada, Mary Marki & Lisa Orr*



Seth  
Frederiksen



David  
Huntsinger



Quanisha  
Judeh



Lybbyer  
Martinez



Jamal  
Wright

Mathematics  
*Mentor:*  
*Bhagirathi Anand*



Diana  
Lubyanaya

Philosophy  
*Mentor:*  
*Matthew Lawrence*



Kang  
Woo

Political Science  
*Mentor:*  
*Paul Savoie*



Michael  
Alviar

Pubic Service  
*Mentor:*  
*Sherri Zampelli*



Berenice  
Martinez

Sociology  
*Mentor:*  
*Janét Hund*



Lauren  
Madden

Equal  
Employment  
Opportunity  
Plan Update and  
Revised Charge

- The Equal Employment Opportunity Plan – Board Approved on May 24, 2016.
- The District’s Faculty and Staff Diversity Committee serves in an advisory role regarding the development and implementation of the District’s EEO Plan as well as faculty and staff equity initiatives.

Faculty and Staff  
Diversity  
Initiatives

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Classified  
Onboarding and  
Professional  
Development

- Monthly New Classified Staff Orientation Program developed which includes:
  - Segment on unconscious biases
  - A campus tour
  - Information on the objective and purpose of the District's Equal Employment Opportunity Plan
- Classified Staff Professional Development
  - Presentations on Ethnicity and Culture
  - Emotional Intelligence and Diversity: Skills for Professional Success

# Questions/Discussion