FACULTY AND STAFF ETHNIC DIVERSITY
Annual Update

October 24, 2017
Board of Trustees Presentation

Ethnic Diversity Applicant Pools/Hires

Longitudinal Classified Recruitments

Ethnicity	2013-2014		2014-2015		2015-2016		2016-2017	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	716	12	1025	9	882	8	465	10
Hispanic or Latino	859	31	1436	27	1373	23	647	18
Asian/Native Hawaiian or Pacific Islander	425	12	821	10	772	16	403	7
Native American or Alaska Native	22	1	58	1	63	0	4	0
Two or More	N/A	N/A	N/A	N/A	N/A	N/A	190	0
White	743	35	1070	23	933	21	426	28
Unknown	201	0	252	5	174	0	145	0
Total Applicants	2966	91	4662	75	4197	68	2276	63
Total Ethnic Diversity* *Unknown are not included in these percentages.*	**2022** 73%	**56** 62%	**3340** 76%	**47** 67%	**3090** 77%	**47** 69%	**1705** 80%	**35** 56%

Ethnic Diversity Applicant Pools/Hires

Longitudinal Management Recruitments

Ethnicity	2013-2014		2014-2015		2015-2016		2016-2017	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	73	0	130	1	378	4	106	1
Hispanic or Latino	39	3	129	3	413	3	81	4
Asian/Native Hawaiian or Pacific Islander	14	2	78	4	250	4	85	4
Native American or Alaska Native	7	0	12	0	28	0	1	0
Two or More	N/A	N/A	N/A	N/A	N/A	N/A	57	0
White	176	7	198	13	401	8	184	9
Unknown	15	0	37	1	101	0	24	0
Total	324	12	584	22	1571	19	538	18
Total Ethnic Diversity* *Unknown are not included in these percentages.	**133** 43%	**5** 42%	**349** 64%	**8** 38%	**1069** 73%	**11** 58%	**330** 64%	**9** 50%

Ethnic Diversity Applicant Pools/Hires

Longitudinal Part-time Faculty Recruitments

Ethnicity	2013-2014		2014-2015		2015-2016		2016-2017	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	473	26	982	16	761	18	737	14
Hispanic or Latino	426	56	1011	39	804	33	822	63
Asian/Native Hawaiian or Pacific Islander	346	44	955	37	775	29	684	43
Native American or Alaska Native	47	4	68	0	81	4	13	0
Two or More	N/A	N/A	N/A	N/A	N/A	N/A	477	0
White	985	171	1977	115	1646	133	1836	125
Unknown	152	0	334	0	296	0	381	0
Total	2429	301	5327	207	4363	217	4950	245
Total Ethnic Diversity* *Unknown are not included in these percentages.	**1292** 57%	**130** 43%	**3016** 60%	**92** 44%	**2421** 60%	**84** 39%	**2733** 59%	**120** 49%

Ethnic Diversity Applicant Pools/Hires

Longitudinal Full-time Faculty Recruitments

Ethnicity	2013-2014		2014-2015		2015-2016		2016-2017		2017-2018	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	374	1	188	1	412	2	153	0	137	4
Hispanic or Latino	461	5	229	11	482	11	162	1	235	7
Asian/Native Hawaiian or Pacific Islander	406	3	199	6	395	2	159	4	151	4
Native American or Alaska Native	56	0	31	0	60	0	13	0	3	0
Two or More	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	112	0
White	1111	6	779	24	1203	21	792	23	575	11
Unknown	192	0	25	0	229	0	101	0	125	0
Total	2600	15	1451	42	2781	36	1380	28	1338	26
Total Ethnic Diversity* *Unknown are not included in these percentages	**1297** 54%	**9** 60%	**647** 45%	**18** 43%	**1349** 53%	**15** 42%	**487** 38%	**5** 18%	**638** 53%	**15** 58%

Demographics

Classified Staff Ethnic Diversity

	2012/13	2013/14	2014/15	2015/16	2016/17
Black or African American	14.00%	14.00%	14.00%	14.00%	14.37%
Hispanic or Latino	23.00%	24.00%	24.00%	27.00%	26.45%
Asian/Native Hawaiian or Pacific Islander	18.00%	18.00%	18.00%	18.00%	17.70%
Native American or Alaska Native	1.00%	2.00%	2.00%	2.00%	1.87%
White	44.00%	42.00%	42.00%	39.00%	39.58%
Total Ethnic Diversity	56.00%	58.00%	58.00%	61.00%	60.42%
Number of Current Classified	377	394	405	488	480

Demographics

Management Ethnic Diversity

	2012/13	2013/14	2014/15	2015/16	2016/17
Black or African American	14.00%	13.00%	12.00%	14.00%	12.00%
Hispanic or Latino	16.00%	15.00%	17.00%	15.00%	17.00%
Asian/Native Hawaiian or Pacific Islander	21.00%	21.00%	19.00%	22.00%	19.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	49.00%	51.00%	52.00%	49.00%	52.00%
Total Ethnic Diversity	**51.00%**	**49.00%**	**48.00%**	**51.00%**	**48.00%**
Number of Current Management	**91**	**92**	**101**	**106**	**131**

Demographics

Part-Time Faculty Ethnic Diversity

	2012/13	2013/14	2014/15	2015/16	2016/17
Black or African American	7.61%	7.00%	7.00%	8.00%	7.00%
Hispanic or Latino	14.80%	15.00%	16.00%	16.00%	18.00%
Asian/Native Hawaiian or Pacific Islander	12.07%	13.00%	15.00%	15.00%	16.00%
Native American or Alaska Native	0.29%	1.00%	0.00%	0.00%	1.00%
White	65.23%	64.00%	62.00%	61.00%	58.00%
Total Ethnic Diversity	**34.77%**	**36.00%**	**38.00%**	**39.00%**	**42.00%**
Number of Current PT Faculty	**696**	**830**	**913**	**1010**	**951**

Demographics

Full-Time Faculty Ethnic Diversity

	2012/13	2013/14	2014/15	2015/16	2016/17	Fall 2017
Black or African American	9.00%	10.00%	8.00%	9.00%	7.00%	8.00%
Hispanic or Latino	11.76%	13.00%	15.00%	16.00%	17.00%	17.00%
Asian/Native Hawaiian or Pacific Islander	13.73%	13.00%	14.00%	13.00%	14.00%	14.00%
Native American or Alaska Native	.51%	1.00%	1.00%	1.00%	0.00%	0.00%
White	65.00%	63.00%	62.00%	61.00%	62.00%	61.00%
Total Ethnic Diversity	**35.00%**	**37.00%**	**38.00%**	**39.00%**	**38.00%**	**39.00%**
Number of Current FT Faculty	**306**	**284**	**316**	**343**	**301**	**342**

CURRENT
ETHNIC DIVERSITY

Current Ethnic Diversity

Employee Groups	[1]Applicant Pools	[2]Diversity Hires	[3]Ethnic Diversity
Full Time Faculty (fall 2017)	53%	58%	39%
Part Time Faculty	59%	49%	42%
Classified	80%	56%	60%
Management	64%	50%	48%

1. Column reflects the applicant pools ethnic diversity by employee group.
2. Column reflects the percent of total ethnic diversity hired by employee group.
3. Column reflects the current ethnic diversity of the various employee groups.

EQUITY MINDED STRATEGIES

TO INCREASE CLASSIFIED CANDIDATE SUCCESS

Equity Minded Strategies

Classified

Restructure Written Exams Processes
- Reduce the number of questions per exam and time frame per exam
- Inform applicants of subject areas on exam
- Implement online testing with practice pre-test sessions
- Create module based testing to test single content areas at a time
- Reduce the number of written exams when feasible and implement:
  - Performance based testing
  - Scored application screening
  - Situational interviews
  - Interviews with job reflective language level requirements
  - Train interview panel members on diversity awareness and bias awareness
  - Ensure panel members are reflective of the LBCC diverse workforce
  - Integrate concepts of face validity, procedural, and interactive justice

Institute Applicant Development Sessions
- Institute "Successfully Navigating the Hiring Process" sessions for future applicants
- Schedule practice exam opportunities for employees and community

Recruitment Strategies
- Include LBCC's commitment to diversity on job posting so job seekers are aware of this commitment

EQUITY MINDED STRATEGIES

TO INCREASE FACULTY CANDIDATE SUCCESS

Equity Minded Strategies

Faculty

- Begin full time faculty recruitment early to ensure access to the most qualified applicants – be first in the market and beat the competition!

- Review/revise faculty hiring process (job postings, screening process and questions) so that both the people and tools involved support the goal of racial equity in faculty hiring.

- Continue to support and expand the faculty internship program, which has enhanced our diversity hiring of part-time faculty.

- Continue to ensure part-time faculty hiring is equity minded.