NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Institutional Commitment to Diversity Report

November 28, 2023

NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Cypress College

Fullerton College

NOCE
NORTH ORANGE
CONTINUING EDUCATION

For reference, all of the previous versions of this report are here:
https://www.nocccd.edu/diversity-report

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Introduction

The North Orange County Community College District (NOCCCD) is unwaveringly devoted to fostering Equal Employment Opportunity (EEO), Diversity, Equity, Inclusion, Accessibility, and Anti-Racism (DEIAA). Cultivating a diverse and inclusive workforce that upholds equity is pivotal for creating a vibrant academic setting where both students and employees can flourish.

In our ongoing commitment to DEIAA, NOCCCD is dedicated to dismantling equity barriers and proactively creating a welcoming and inclusive atmosphere that values and capitalizes on the diverse perspectives and experiences of our educational community. Embracing DEIAA is not only a core value of the District, but it also informs our approach to teaching and learning, enhancing our ability to prepare students for a global and diverse world.

This report aligns with the NOCCCD 2023-2026 Equal Employment Opportunity Plan (EEO Plan), requiring the District provide the Board of Trustees with an Annual Institutional Commitment to Diversity Report. We understand that transparency is key to fostering shared institutional interests and encouraging inquiry. The EEO Plan outlines specific procedures and actions for the District to achieve its EEO and DEIAA objectives. This report is a collaborative effort between the District Office of EEO and Compliance, the District Office of Research, Planning and Data Management, and the District Equal Employment Opportunity Advisory Committee (EEOAC).

This document presents current demographic data on new full-time faculty, management, and classified hires (2023); a ten-year analysis (2013-2023) of the diversity among NOCCCD applicants and hires; employee demographics as of Fall 2022; comparative data with state and local community college employee demographics; and a progress update on the newly proposed EEO Plan. By examining District demographics, as well as applicant and hiring data, NOCCCD can identify areas requiring additional focus and areas where we have made significant strides. Additionally, this report highlights areas necessitating further research, acknowledging that the journey toward DEIAA excellence is an evolving and perpetual endeavor.

Executive Summary

The data used to investigate aspects of diversity is limited to the criteria of race/ethnicity, gender, disability, and protected veteran status. The District is making progress in its goal to further diversify its workforce and its goal to develop measures that improve equity and inclusion. The data also indicates there are areas that may require more focused attention.

Highlights include:

- In 2022-2023, all four locations (Fullerton College, Cypress College, NOCE, and District Services) have separately experienced an increase in increase in diverse employees, as well as an overall increase Districtwide.

- In 2022-2023, nearly 10% of new hires reported having a current or prior disability. For context, the federal government has established a utilization goal of 7% for employment of qualified individuals with disabilities.

- NOCCCD students are more ethnically diverse than employees. There were more Latinx/Hispanic students than employees (50.8% versus 30.6%) and more White Non-Hispanic employees than students (38.7% versus 14.3%) as of Fall 2022. This trend is similar to that across the California Community Colleges.

- Overall, employee diversity is higher at NOCCCD compared to the California Community Colleges statewide (54% compared to 45%, respectively). NOCCCD has higher percentages of Latinx and Asian employees and fewer White Non-Hispanic employees compared to statewide percentages.

Understanding EEO Categories: A Comprehensive Analysis

In order to provide a detailed and comprehensive analysis of the diversity and inclusion progress within the NOCCCD, this section of the report delves into the Equal Employment Opportunity (EEO-6) categories, which play a crucial role in categorizing employment data based on job classification and demographic information. The EEO-6 categories are instrumental in standardizing the collection and reporting of employment data, ensuring consistency and comparability across different institutions and time periods.

The EEO-6 categories are defined as follows:

- **Executives/Administrators:** Employees whose assignments require primary responsibility for management of the institution.

- **Faculty (Tenure and Non-Tenure Track):** Employees whose assignments are primarily instruction, research, or public service activities.

- **Professional Non-Faculty:** Employees whose assignments require professional level work in activities which are intellectual and varied.

- **Secretarial/Clerical:** Employees whose assignments typically are associated with clerical activities or are specifically of a secretarial nature.

- **Technical and Paraprofessional:** Employees whose assignments require specialized knowledge or skills which may be obtained through experience, apprenticeships, on-the-job training, or academic work in occupationally specific programs.

- **Skilled Crafts:** Employees whose assignments require specialized manual skills and thorough and comprehensive knowledge of the processes involved in the work.

- **Service/Maintenance:** Employees whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of the institutional property.

To standardize the reporting of demographic data, the race/ethnicity categories are defined as:

1. **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. This category is considered an ethnicity, not a race, and is defined separately from the racial categories.

2. **White (Not Hispanic or Latino):** A person having origins in any of the

original peoples of Europe, the Middle East, or North Africa.

3. **Black or African American (Not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.

4. **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

5. **Asian (Not Hispanic or Latino):** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

6. **American Indian or Alaska Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

7. **Two or More Races (Not Hispanic or Latino):** A person who primarily identifies with two or more of the above race categories.

In this diversity report, we provide a thorough comparison of demographic data across our three institutions and District services, using the EEO categories as a framework for analysis. This approach enables us to pinpoint specific areas of progress and areas in need of attention, ensuring that our diversity, equity, and inclusion efforts are targeted and effective.

To offer a comprehensive view of our progress over time, this report includes a 10-year and a 5-year snapshot, comparing current data with past data sets. This longitudinal analysis highlights trends and patterns, showcasing the strides we have made in fostering a diverse and inclusive environment, as well as identifying areas where sustained effort is required.

The data sets encompass a wide range of demographics, including students, full-time faculty, administrators, management, classified/confidential staff, as well as aggregated data from California Community Colleges and local metropolitan data. By examining these various data sets, this report provides a nuanced and in-depth understanding of our diversity and inclusion landscape, paving the way for informed decision-making and strategic planning in the years to come.

Districtwide Trends in Employee Ethnic Diversity
Fall 2013 through Fall 2022

NOCCCD employee racial/ethnic diversity has increased approx. 18.5% over the last ten years from 35.6% in fall 2013 to 54.2% in fall 2022.
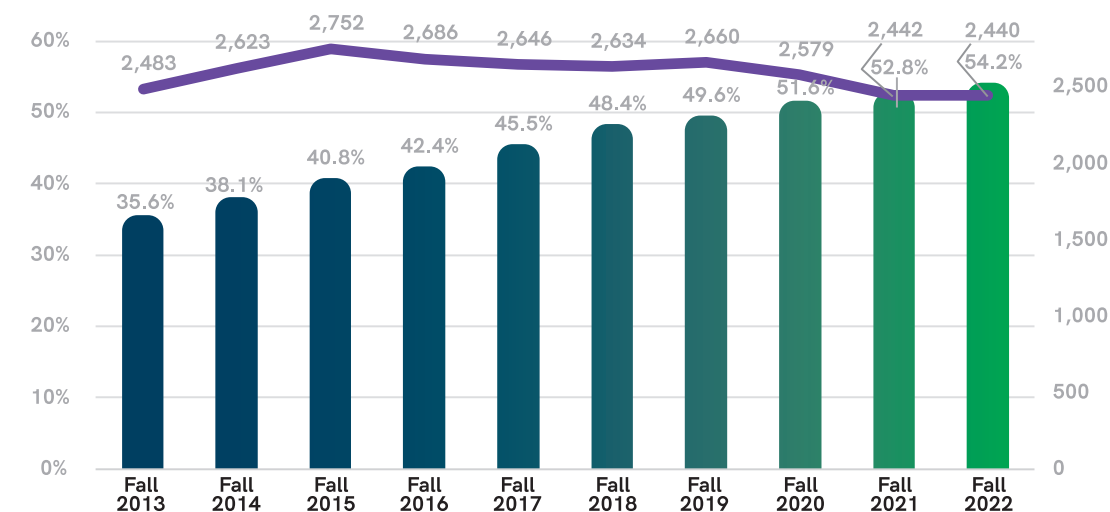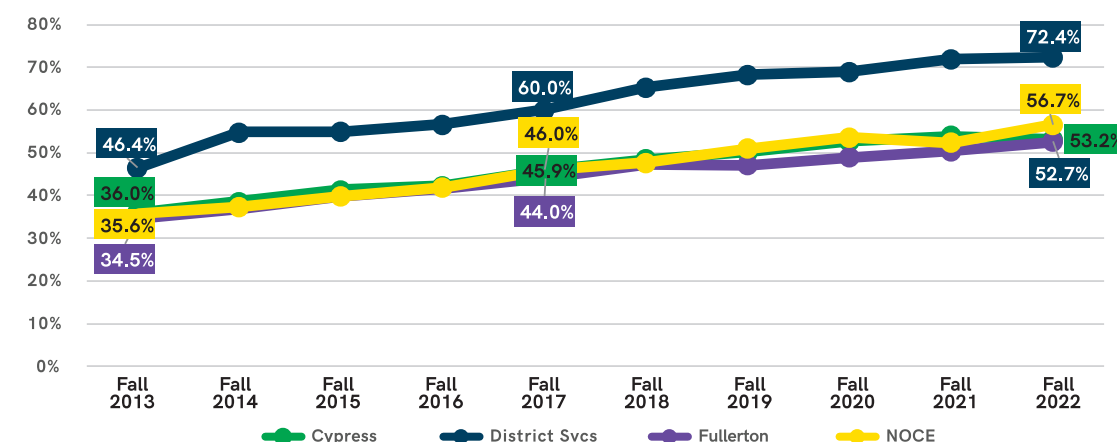

Source: CCCCO Data Mart
Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified and confidential staff

NOCCCD Trends in Percentage of Diverse Employees by Institution
Fall 2013 through Fall 2022

Each institution has steadily increased the percentage of diverse employees over the last 10 years (between 17.2-26.1%). District Services has had the highest percentage of diverse employees (72.4% as of fall 2022) by race/ethnicity. Cypress, Fullerton, and NOCE have had similar percentages of diverse employees over the last 10 years (52.7-56.7% as of fall 2022).
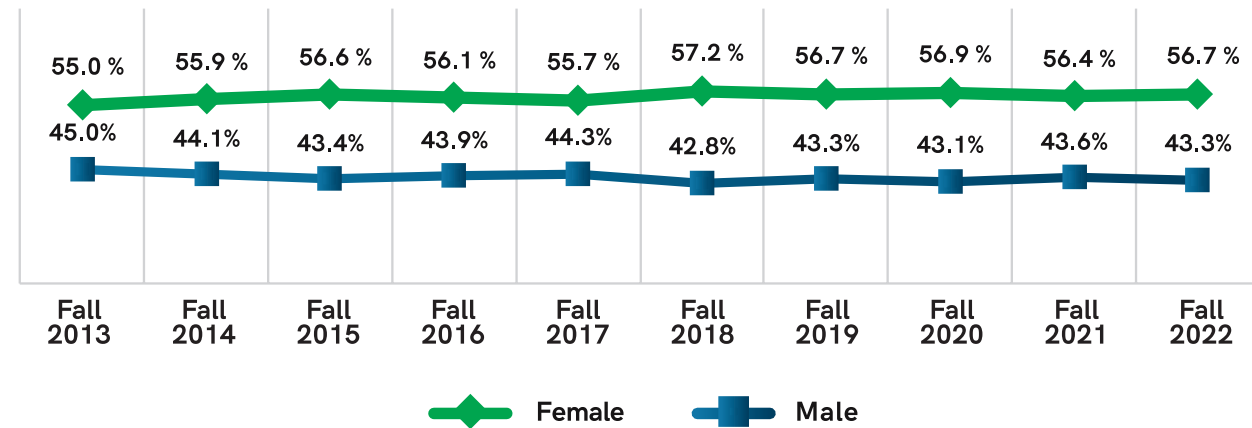

Source: CCCCO Data Mart, Faculty & Staff Demographics Report

Districtwide Trends in Employee Gender
Fall 2013 through Fall 2022

Females make up the majority of employees across the district and the percentage of female employees has remained relatively stable over the last ten years. The percentage of female employees stood at 56.7% in fall 2022.
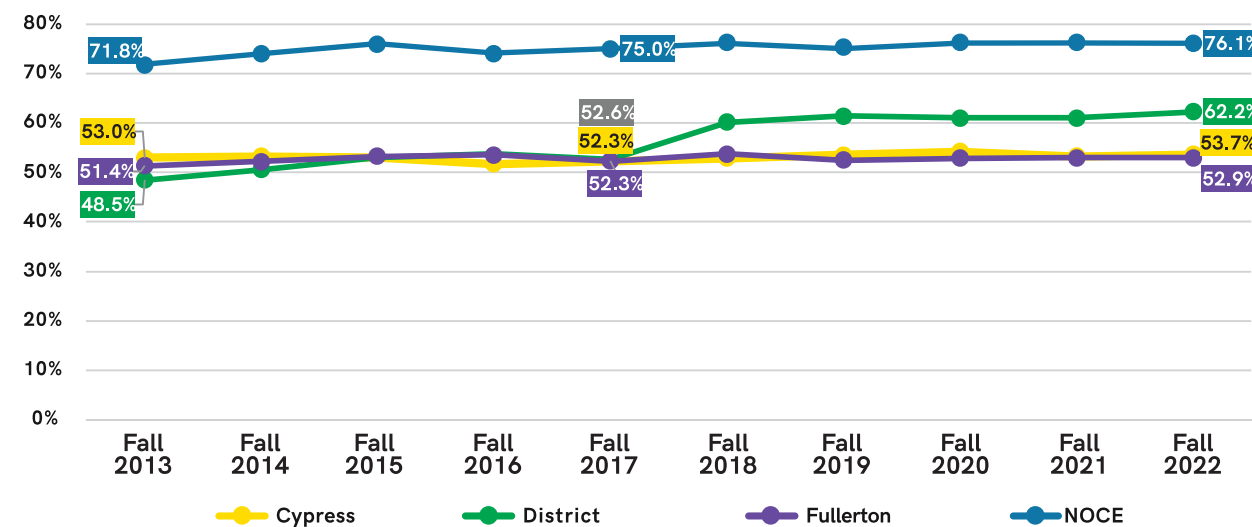

	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
Female	55.0%	55.9%	56.6%	56.1%	55.7%	57.2%	56.7%	56.9%	56.4%	56.7%
Male	45.0%	44.1%	43.4%	43.9%	44.3%	42.8%	43.3%	43.1%	43.6%	43.3%

Source: CCCCO Data Mart
Note: Non-binary was added as a gender category in 2022. However, the number of respondents was less than 10, so the data have been suppressed.

NOCCCD Trends in Percentage of Female Employees by Institution
Fall 2013 through Fall 2022

NOCE has consistently had the highest percentage of female employees over the past ten years, with 76% females as of 2022. Cypress and Fullerton each have approximately 53% females as of 2022, while District Services has 62% female employees.
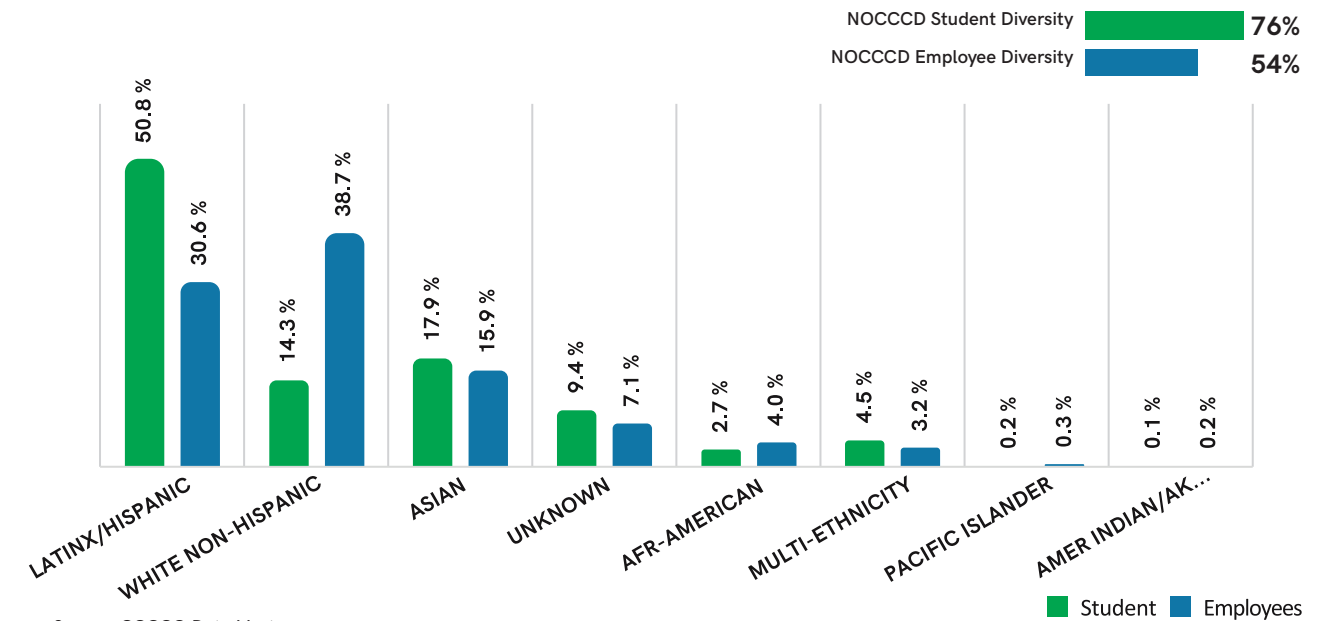

Legend: Cypress, District, Fullerton, NOCE

Selected values: NOCE 71.8% (2013) → 75.0% (2017) → 76.1% (2022); Cypress 53.0% → 52.3% → 53.7%; Fullerton 51.4% → 52.3% → 52.9%; District 48.5% → 52.6% → 62.2%

Source: CCCCO Data Mart
Note: Non-binary was added as a gender category in 2022. However, the number of respondents was less than 10, so the data have been suppressed.

NOCCCD Student vs Employee Ethnicity
Fall 2022

NOCCCD students are more ethnically diverse than employees. In particular, there were more Latinx/Hispanic students than employees (50.8% versus 30.6%) and more White Non-Hispanic employees than students (38.7% versus 14.3%) as of fall 2022.
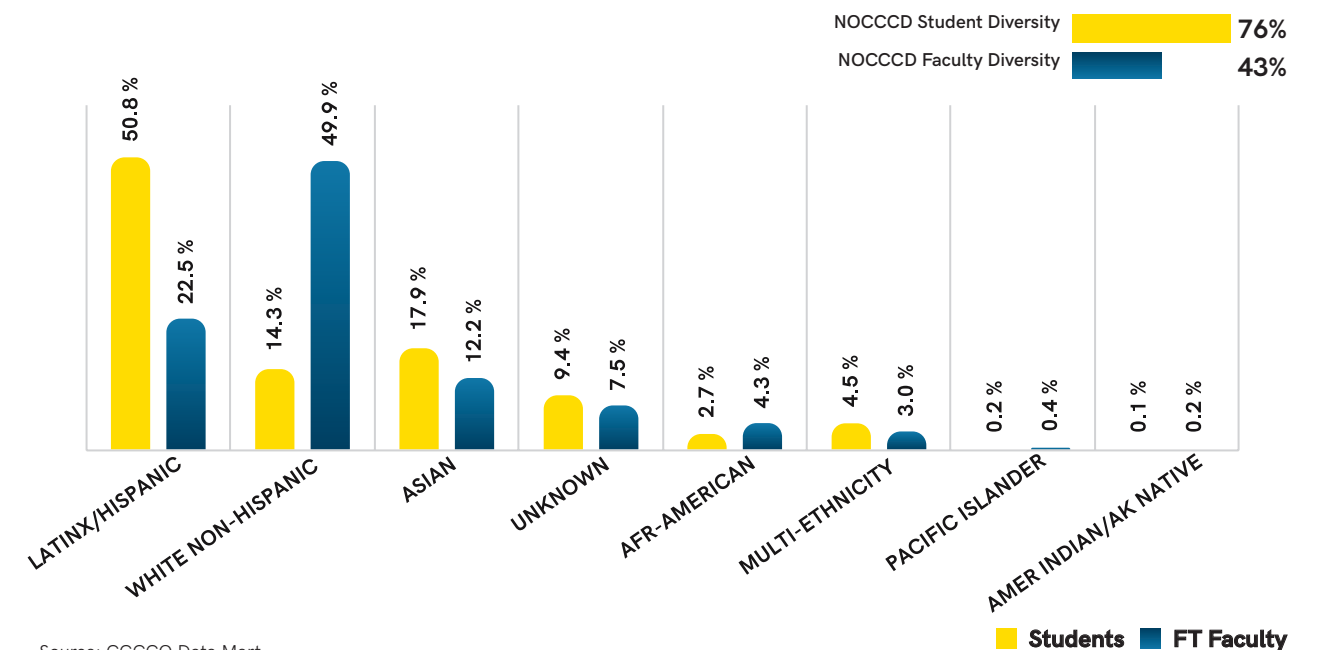
NOCCCD Student Diversity — 76%
NOCCCD Employee Diversity — 54%

	Student	Employees
LATINX/HISPANIC	50.8%	30.6%
WHITE NON-HISPANIC	14.3%	38.7%
ASIAN	17.9%	15.9%
UNKNOWN	9.4%	7.1%
AFR-AMERICAN	2.7%	4.0%
MULTI-ETHNICITY	4.5%	3.2%
PACIFIC ISLANDER	0.2%	0.3%
AMER INDIAN/AK...	0.1%	0.2%

Source: CCCCO Data Mart
Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified and confidential staff. Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

NOCCCD Student vs FT Faculty Ethnicity
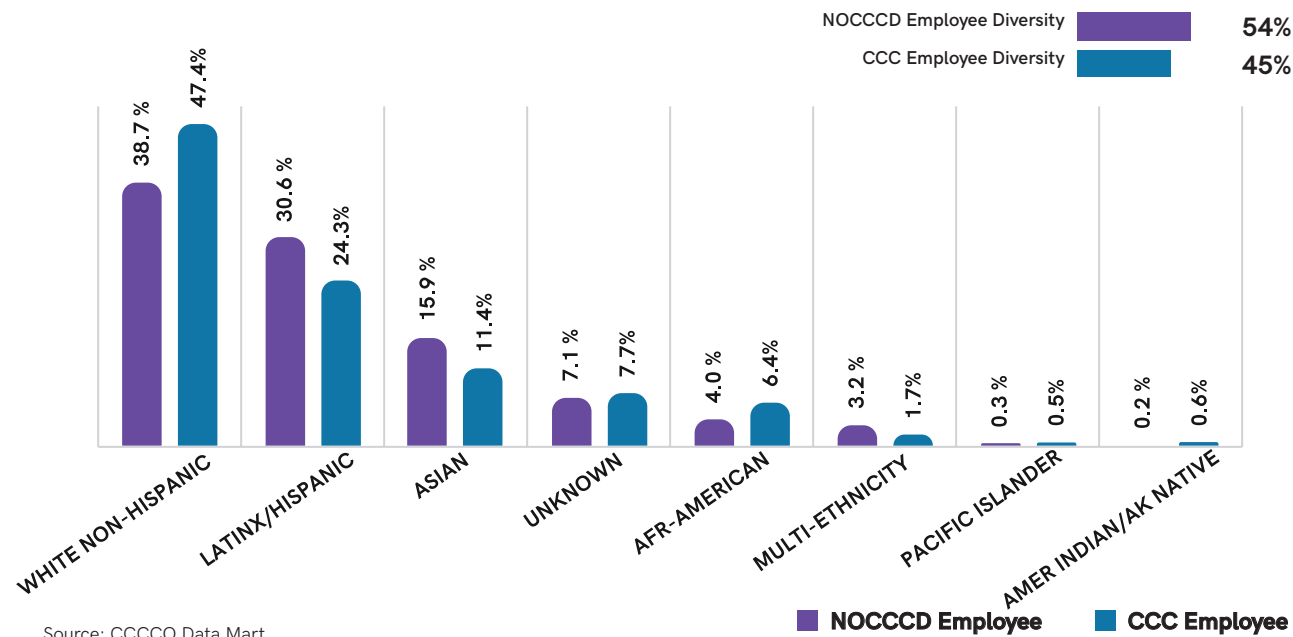### Fall 2022

NOCCCD students are more ethnically diverse than FT faculty and both groups have increased in the percentage or racial/ethnic diversity from fall 2021. In 2022, there were more Latinx/Hispanic students than faculty (50.8% versus 22.5%) and more White Non-Hispanic faculty than students (49.9% versus 14.3%).

NOCCCD Student Diversity — 76%
NOCCCD Faculty Diversity — 43%

	Students	FT Faculty
LATINX/HISPANIC	50.8%	22.5%
WHITE NON-HISPANIC	14.3%	49.9%
ASIAN	17.9%	12.2%
UNKNOWN	9.4%	7.5%
AFR-AMERICAN	2.7%	4.3%
MULTI-ETHNICITY	4.5%	3.0%
PACIFIC ISLANDER	0.2%	0.4%
AMER INDIAN/AK NATIVE	0.1%	0.2%

Source: CCCCO Data Mart
Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

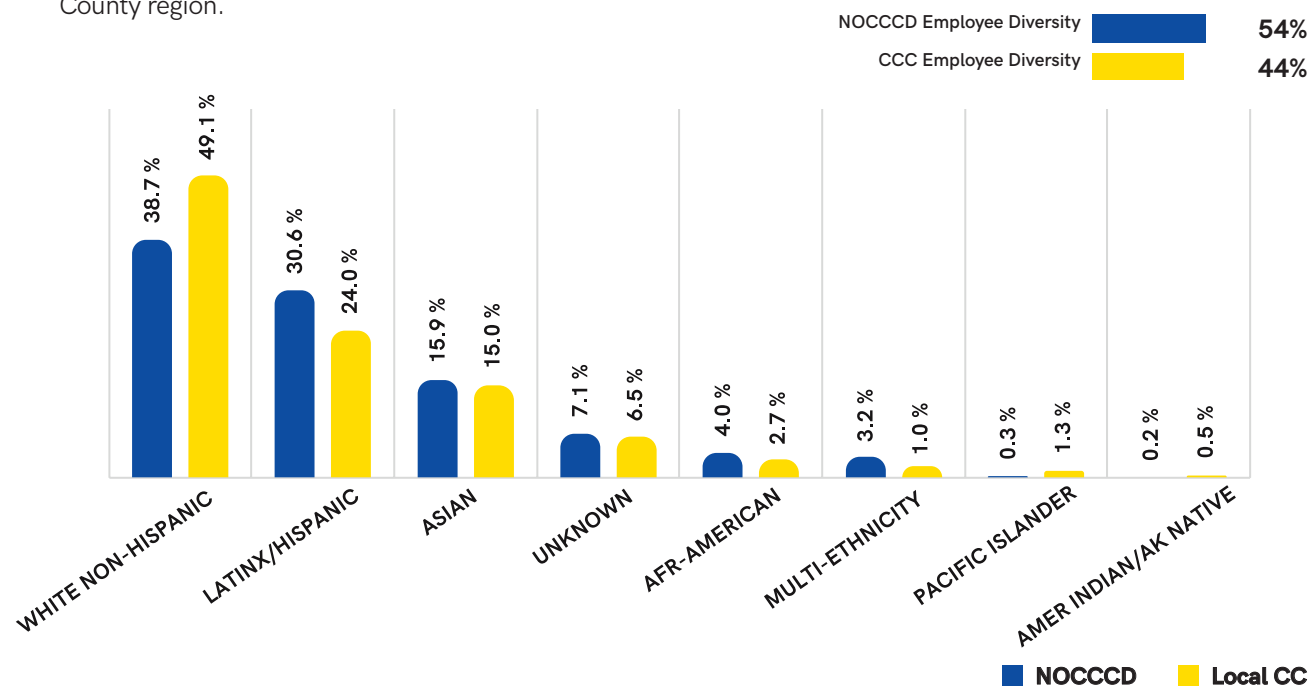## NOCCCD vs CA Community Colleges Employee Ethnicities
Fall 2022

Employee diversity is higher at NOCCCD compared to CA community colleges statewide (54 compared to 45 percent, respectively). NOCCCD has higher percentages of Latinx and Asian employees and fewer White Non-Hispanic employees compared to statewide percentages.

NOCCCD Employee Diversity **54%**
CCC Employee Diversity **45%**

Chart data (NOCCCD Employee vs CCC Employee):
- WHITE NON-HISPANIC: 38.7% / 47.4%
- LATINX/HISPANIC: 30.6% / 24.3%
- ASIAN: 15.9% / 11.4%
- UNKNOWN: 7.1% / 7.7%
- AFR-AMERICAN: 4.0% / 6.4%
- MULTI-ETHNICITY: 3.2% / 1.7%
- PACIFIC ISLANDER: 0.3% / 0.5%
- AMER INDIAN/AK NATIVE: 0.2% / 0.6%

Legend: ■ NOCCCD Employee ■ CCC Employee

Source: CCCCO Data Mart

NOCCCD vs Local Community College Employee Ethnicities
Fall 2022

Employee diversity is also higher at NOCCCD compared to other local California community college districts (54 compared to 44 percent diverse). In particular, NOCCCD has higher percentages of Latinx and Multi-ethnic employees and fewer White Non-Hispanic employees compared to other community colleges in the Orange County region.
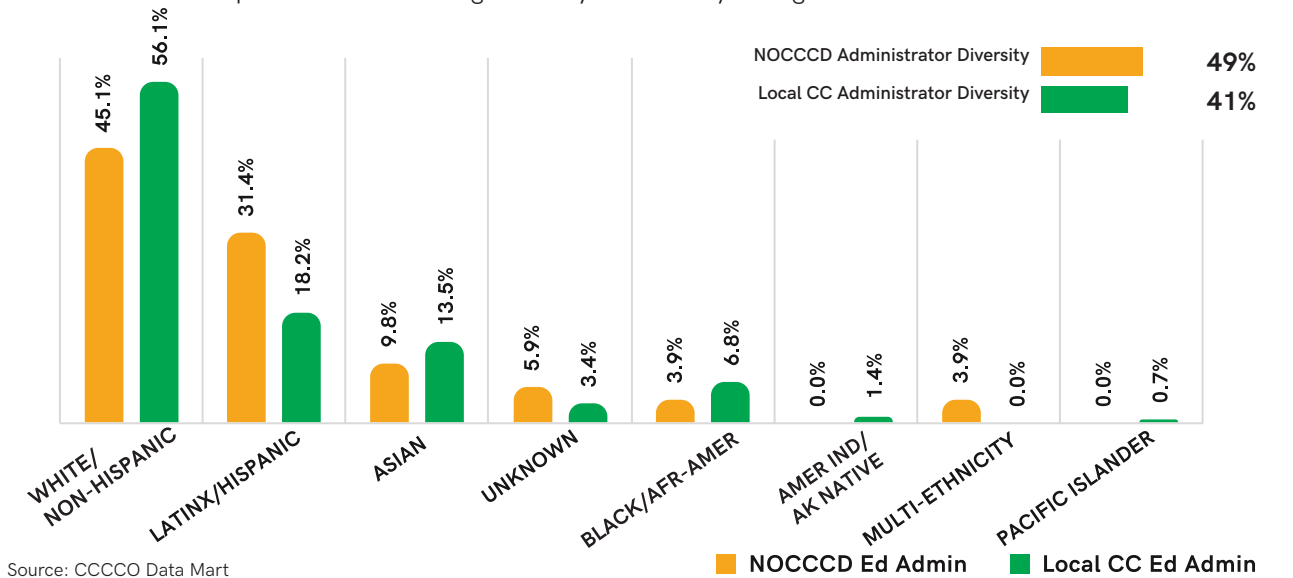
NOCCCD Employee Diversity **54%**
CCC Employee Diversity **44%**

Chart data (NOCCCD vs Local CC):
- WHITE NON-HISPANIC: 38.7% / 49.1%
- LATINX/HISPANIC: 30.6% / 24.0%
- ASIAN: 15.9% / 15.0%
- UNKNOWN: 7.1% / 6.5%
- AFR-AMERICAN: 4.0% / 2.7%
- MULTI-ETHNICITY: 3.2% / 1.0%
- PACIFIC ISLANDER: 0.3% / 1.3%
- AMER INDIAN/AK NATIVE: 0.2% / 0.5%

Legend: ■ NOCCCD ■ Local CC

Source: CCCCO Data Mart
Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County Community College Districts (CCD).

NOCCCD vs Local Community College Employee Ethnicities - Educational Administrators
Fall 2022

NOCCCD has a higher percentage of racially/ethnically diverse educational administrators than other local California community college districts (49% versus 41%, respectively). Looking at specific racial/ethnic group differences reveals that NOCCCD has a higher percentage of Latinx and multi-ethnic administrators, but lower percentages of Asian, Black/African American, and White/Non-Hispanic administrators compared to other Orange County community colleges.
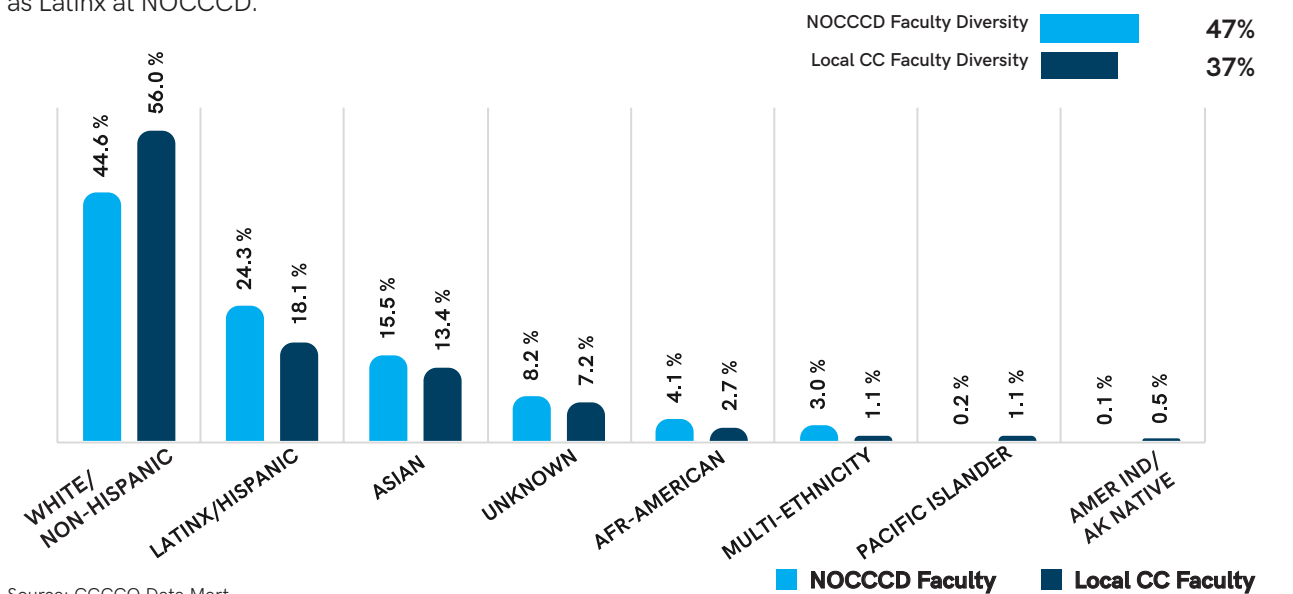
NOCCCD Administrator Diversity **49%**
Local CC Administrator Diversity **41%**

Chart data (NOCCCD Ed Admin vs Local CC Ed Admin):
- WHITE/NON-HISPANIC: 45.1% / 56.1%
- LATINX/HISPANIC: 31.4% / 18.2%
- ASIAN: 9.8% / 13.5%
- UNKNOWN: 5.9% / 3.4%
- BLACK/AFR-AMER: 3.9% / 6.8%
- AMER IND/AK NATIVE: 0.0% / 1.4%
- MULTI-ETHNICITY: 3.9% / 0.0%
- PACIFIC ISLANDER: 0.0% / 0.7%

Legend: ■ NOCCCD Ed Admin ■ Local CC Ed Admin

Source: CCCCO Data Mart
Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County Community College Districts (CCD). Data do not include Classified Managers.

NOCCCD vs Local Community College Employee Ethnicities - All Faculty
Fall 2022

NOCCCD has a more racially/ethnically diverse group of faculty (full-time and adjunct) compared to other local California community college districts (47% versus 37% diverse); particularly higher are faculty identifying as Latinx at NOCCCD.
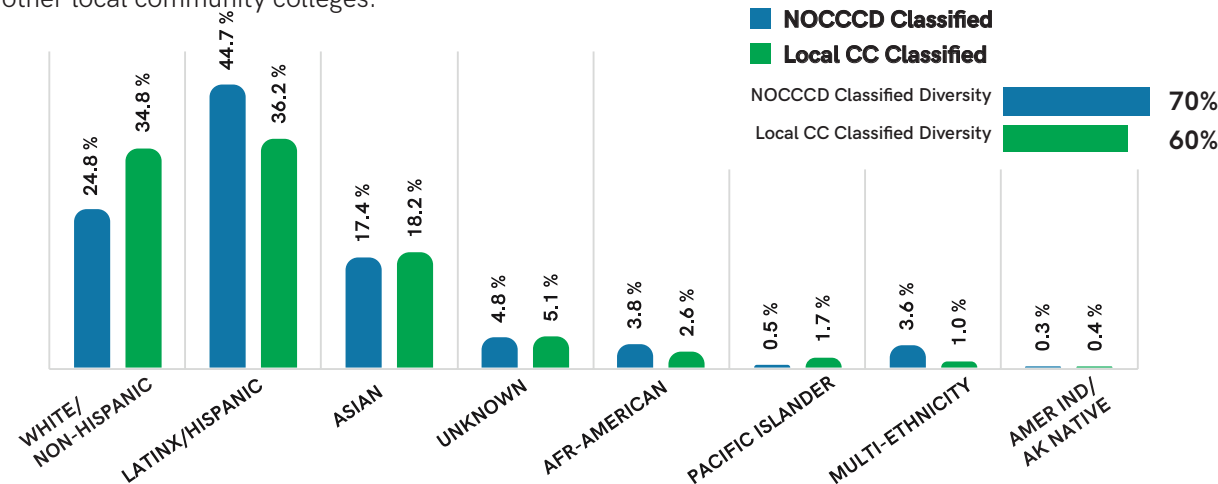
NOCCCD Faculty Diversity **47%**
Local CC Faculty Diversity **37%**

Chart data (NOCCCD Faculty vs Local CC Faculty):
- WHITE/NON-HISPANIC: 44.6% / 56.0%
- LATINX/HISPANIC: 24.3% / 18.1%
- ASIAN: 15.5% / 13.4%
- UNKNOWN: 8.2% / 7.2%
- AFR-AMERICAN: 4.1% / 2.7%
- MULTI-ETHNICITY: 3.0% / 1.1%
- PACIFIC ISLANDER: 0.2% / 1.1%
- AMER IND/AK NATIVE: 0.1% / 0.5%

Legend: ■ NOCCCD Faculty ■ Local CC Faculty

Source: CCCCO Data Mart
Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County Community College Districts (CCD). Data include full-time and adjunct faculty.

NOCCCD vs Local Community College Employee Ethnicities - Classified
Fall 2022

NOCCCD has a more diverse group of classified professionals compared to other local California community college districts (70% versus 60% diverse). Similar to other employee group comparisons, NOCCCD has higher percentages of Latinx/Hispanic and multi-ethnic classified professionals compared to other local community colleges.

Legend:
- NOCCCD Classified
- Local CC Classified
- NOCCCD Classified Diversity — 70%
- Local CC Classified Diversity — 60%

Chart values:
- WHITE/NON-HISPANIC: 24.8% / 34.8%
- LATINX/HISPANIC: 44.7% / 36.2%
- ASIAN: 17.4% / 18.2%
- UNKNOWN: 4.8% / 5.1%
- AFR-AMERICAN: 3.8% / 2.6%
- PACIFIC ISLANDER: 0.5% / 1.7%
- MULTI-ETHNICITY: 3.6% / 1.0%
- AMER IND/AK NATIVE: 0.3% / 0.4%

Source: CCCCO Data Mart
Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County Community College Districts (CCD). Data includes classified professionals, classified managers, and confidential employees

NOCCCD Service Area Residents vs Student Ethnicities
2022

Current and future NOCCCD students are more racially/ethnically diverse than older adults in NOCCCD's service area. Both current and future students have relatively higher percentages of Latinx/Hispanic backgrounds compared to older adults in the service area. Detailed trends are below.
Current NOCCCD Students: Predominately Latinx (51%); 18% Asian, 14% White
NOCCCD Service Area Current Adult Population (20+ yrs): Plurality Latinx (38%); followed by White (32%) and Asian (24%)
NOCCCD Service Area Future Adult Population (<20 yrs): Majority Latinx (53%); 21% Asian and 18% White

Legend:
- NOCCCD Students
- Adults 20+ Years %
- Future Adults <20 Years %

Chart values:
- LATINX/HISPANIC: 50.8% / 38.2% / 52.9%
- ASIAN: 17.9% / 24.5% / 21.1%
- WHITE NON-HISPANIC: 14.3% / 32.1% / 18.3%
- UNKNOWN: 9.4% / 0.0% / 0.0%
- AFR-AMERICAN: 2.7% / 2.3% / 1.9%
- MULTI-ETHNICITY: 4.5% / 2.4% / 5.4%
- PACIFIC ISLANDER: 0.2% / 0.3% / 0.3%
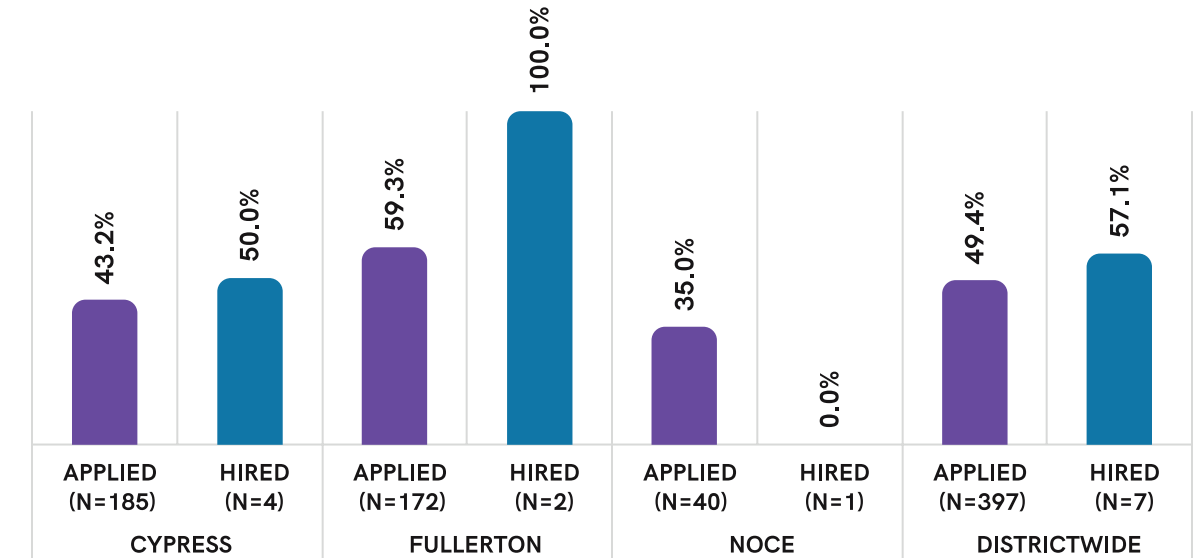- AMER INDIAN/AK NATIVE: 0.1% / 0.2% / 0.2%
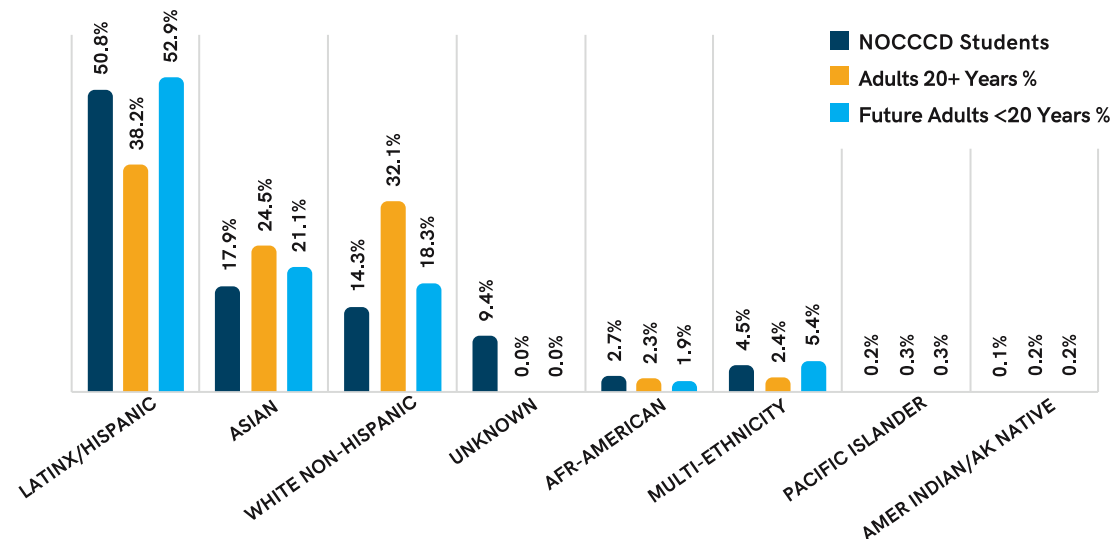
Source: Student data from CCCCO Data Mart; Service Area data from Lightcast Analyst, Demographics Overview
Note: Service Area data represent people residing in the zip codes included in the NOCCCD Service Area

NOCCCD Full-time Faculty Applicants & New Hires by Ethnic Diversity
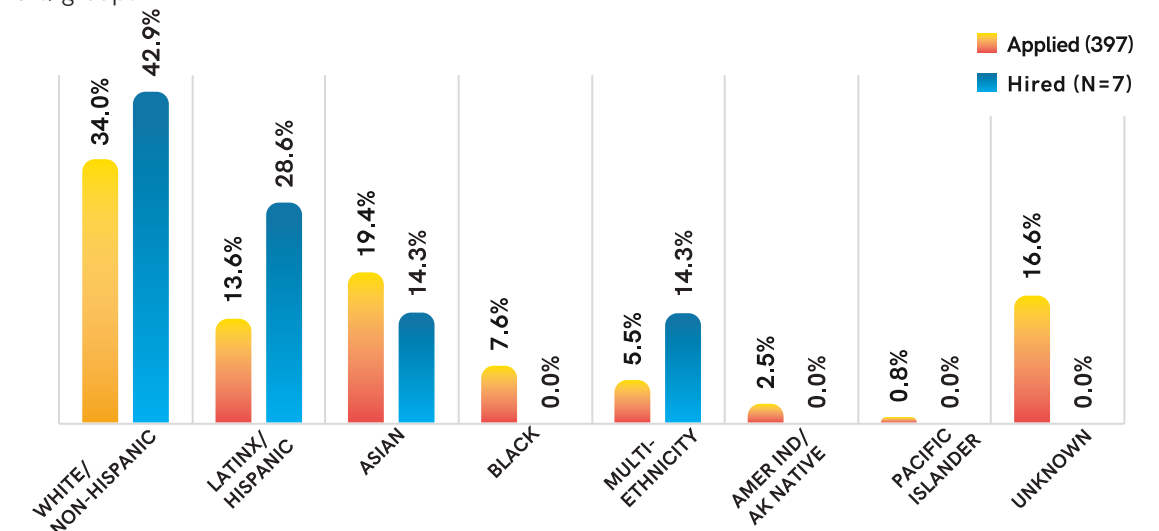2022-23

Faculty applicant diversity for full-time positions was approximately 49% in 2022-23. However, approximately 17% of applicants chose not to disclose their race/ethnicity, so these data should be intrepreted with caution. (Unknown race/ethnicity headcounts are included in the denominator of the diversity percentage, impacting the calculation.) Of the faculty hired, 57% were racially/ethnically diverse.

Chart values:
- CYPRESS: APPLIED (N=185) 43.2% / HIRED (N=4) 50.0%
- FULLERTON: APPLIED (N=172) 59.3% / HIRED (N=2) 100.0%
- NOCE: APPLIED (N=40) 35.0% / HIRED (N=1) 0.0%
- DISTRICTWIDE: APPLIED (N=397) 49.4% / HIRED (N=7) 57.1%

Source: PeopleAdmin. Applicant data for fiscal year 2022-23; faculty new hire demographics for calendar year 2023 (spring-fall 2023).
Notes: Approximately 15-18% of applicants at each location declined to state an ethnicity. Data exclude recruitments for temporary faculty positions.

Districtwide FT Faculty Applicants & New Hires by Race/Ethnicity
2022-23

The largest applicant groups were White (34.0%), Asian (19.4%) , and Latinx (13.6%). The plurality of new hires were from the White (42.9%) racial/ethnic group, followed by Latinx (28.6%), Asian (14.3%), and Multi-ethnic (14.3%) groups.


Legend:
- Applied (397)
- Hired (N=7)

Chart values:
- WHITE/NON-HISPANIC: 34.0% / 42.9%
- LATINX/HISPANIC: 13.6% / 28.6%
- ASIAN: 19.4% / 14.3%
- BLACK: 7.6% / 0.0%
- MULTI-ETHNICITY: 5.5% / 14.3%
- AMER IND/AK NATIVE: 2.5% / 0.0%
- PACIFIC ISLANDER: 0.8% / 0.0%
- UNKNOWN: 16.6% / 0.0%

Source: PeopleAdmin. Applicant data for fiscal year 2022-23; faculty new hire demographics for calendar year 2023 (spring-fall 2023).
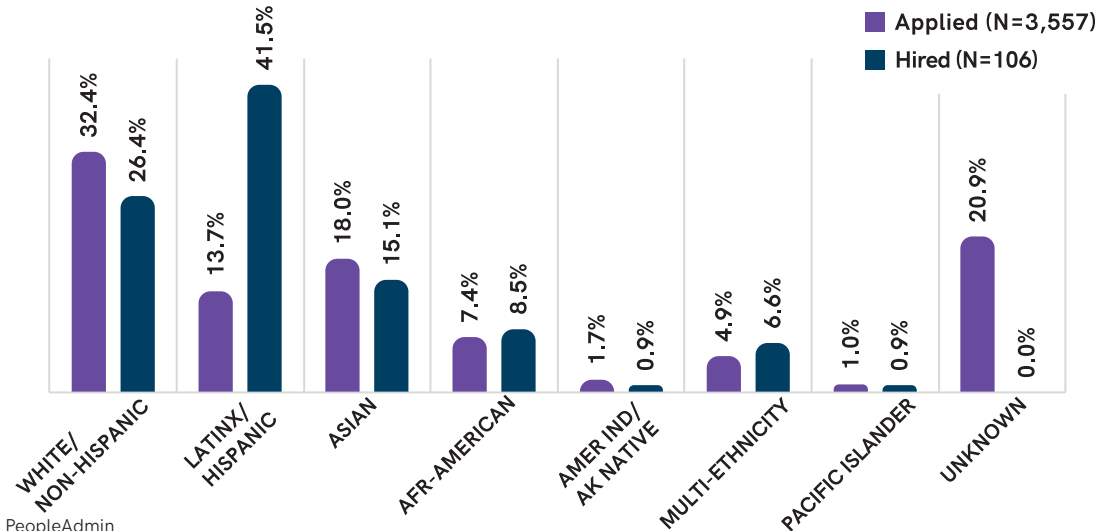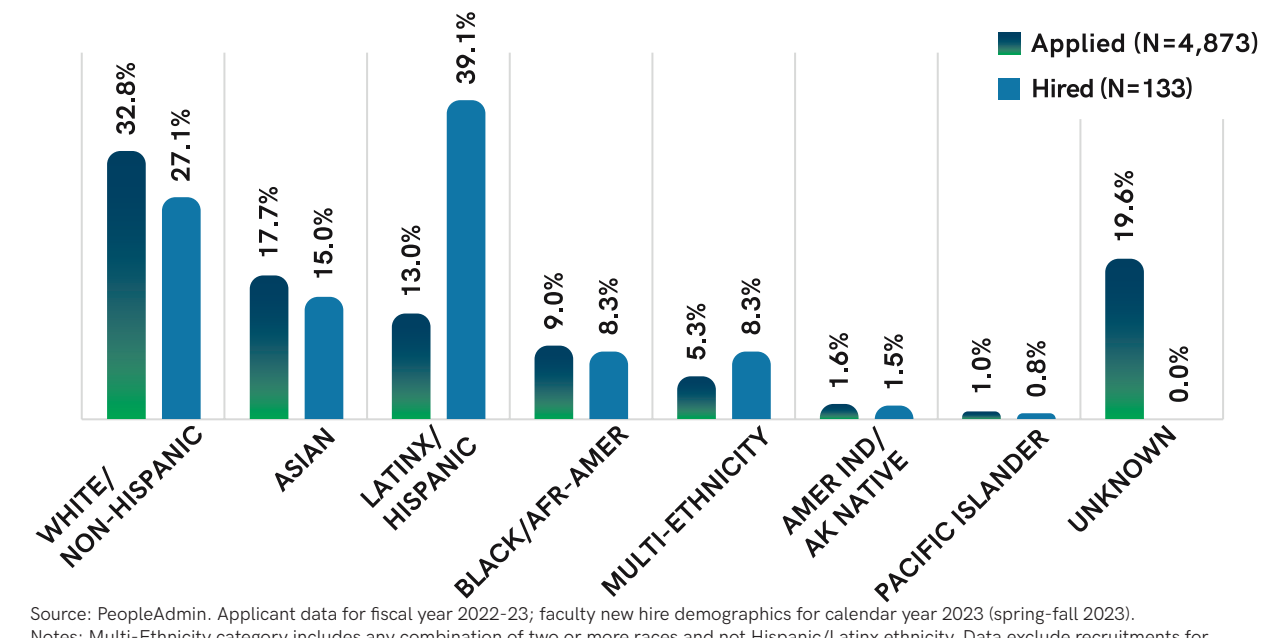Notes: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity. Data exclude recruitments for temporary faculty positions.

NOCCCD Trends in Percentage of Diverse FT Faculty Applied and Hired
2013-14 to 2022-23

The percentage of racially/ethnically diverse full-time faculty applicants has fluctuated over the last ten years from 33% to 56%. In 2022-23, diverse applicants represented 49% of all applicants. The percentage of racially/ethnically diverse full-time faculty hires has also varied but has increased the most in the past three years. Prior to 2020-21, diverse hires made up less than half of all full-time faculty hires (31-50%). From 2020-21 onward, diverse hires comprised the majority of full-time hires and represented 57% of full-time faculty hires in 2022-23.
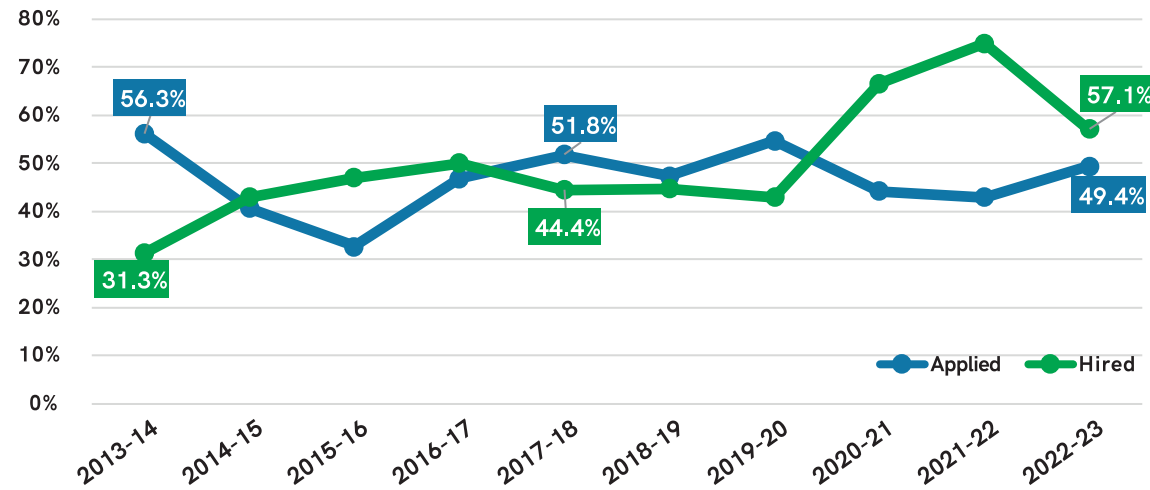
Source: PeopleAdmin. Applicant data for fiscal year; faculty new hire demographics for calendar year (spring-fall).
Note: Data exclude recruitments for temporary faculty positions.

Administrator/Managers Applicants & New Hires by Race/Ethnicity
2022-23

Largest applicant groups were White (33.7%), Asian (15.9%), and Black/African-American (16.0%). New hires were plurality Latinx (30.0%), then White (25%).
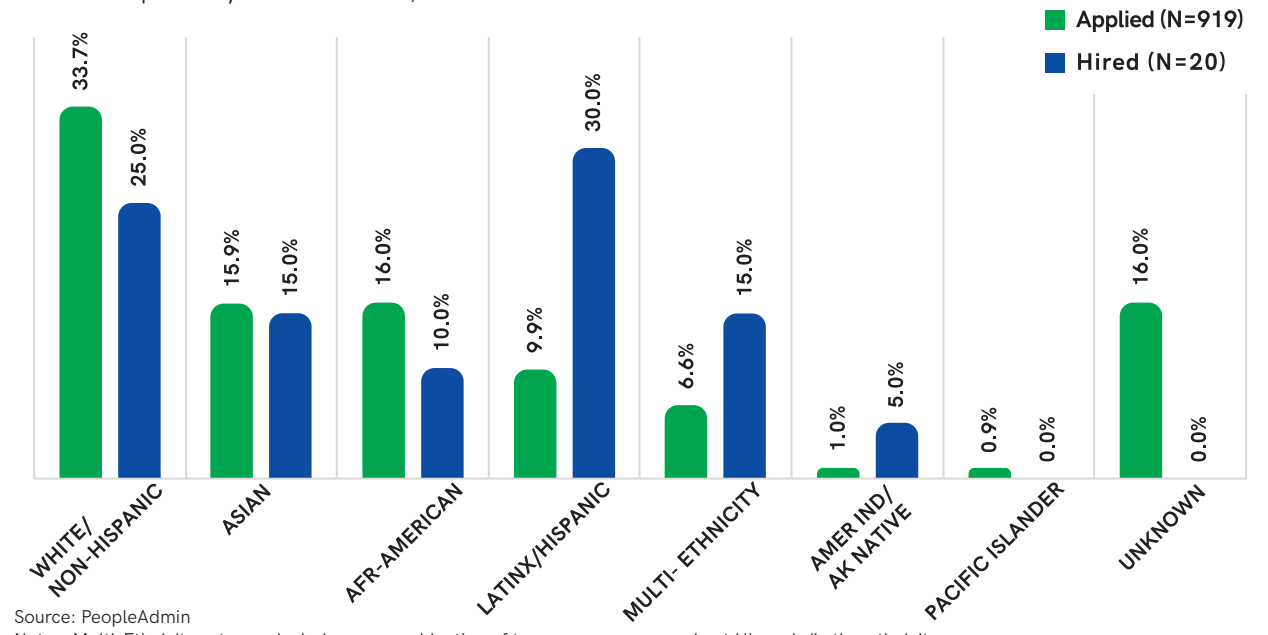
Source: PeopleAdmin
Notes: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

Classified/Confidential Applicants & New Hires by Race/Ethnicity
2022-23

Largest applicant group was White (32.4%), followed by Asian (18%) and Latinx (13.7%) in 2022-23. The highest percentage of new hires was Latinx (41.5%), followed by White (26.4%).

Source: PeopleAdmin
Notes: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

## Districtwide Applicants & New Hires by Race/Ethnicity
2022-23

Largest applicant groups were White (32.8%), Asian (17.7%), and Latinx (13.0%) in 2022-23. Majority of new hires were from these two racial/ethnic groups: 39.1% Latinx, 27.1% White

Source: PeopleAdmin. Applicant data for fiscal year 2022-23; faculty new hire demographics for calendar year 2023 (spring-fall 2023).
Notes: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity. Data exclude recruitments for temporary faculty positions.

Districtwide: Applicants & New Hires by Ethnic Diversity
### 2013-14 to 2022-23

NOCCCD has consistently attracted racially/ethnically diverse applicants for most of the past 10 years. Other than a dip to 42% in 2015-16, the percentage of diverse applicants has ranged from approx 48% to 68% each year. The majority of new hires in the past 10 years have also been diverse and the diversity percentage has remained in the 60-70% range in more recent years. 73% of new hires across the District were diverse in 2022-23.

APPLIED   HIRED
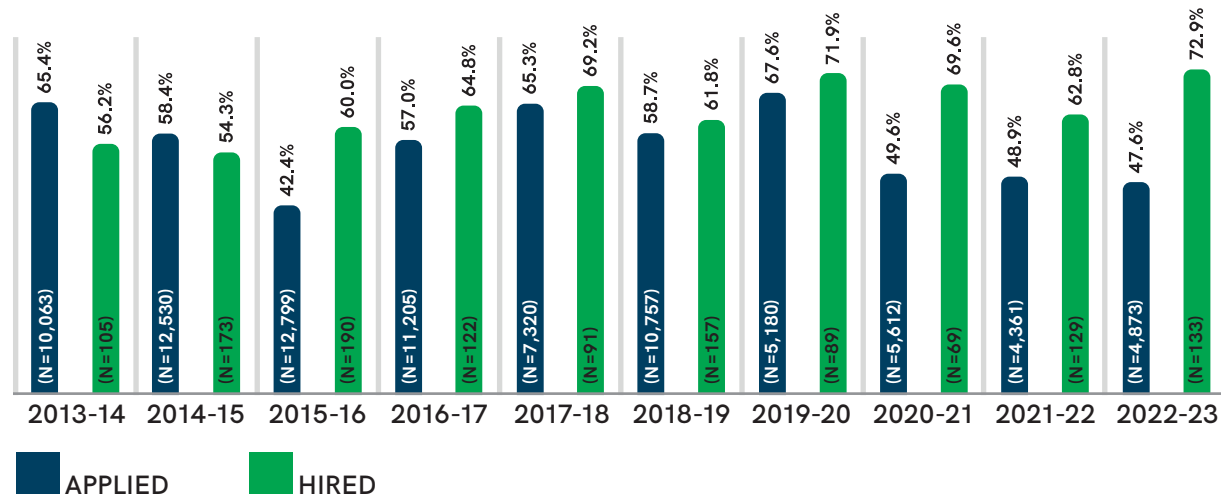
Source: PeopleAdmin. Classified and Admin/Mgmt data for fiscal year shown (Jul-Jun); faculty new hire demographics for the calendar year (Jan-Dec).
Notes: 1.The percentage of applicants that did not indicate a race/ethnicity increased greatly after 2019-20 (from 7% to 16-20%, respectively). Unknown race/ethnicity headcounts are included in the denominator of the diversity percentage, impacting the calculation. 2. Data exclude recruitments for temporary faculty positions.

Districtwide Applicants & New Hires by Disability Status
2022-23

More than four-fifths of all applicants (81%) reported having no disability or a history/record of a disability. Percentages for those who were hired were comparable to those who applied by disability status, with the applicants reporting a disability being hired at a slightly higher rate (9.8%) than those reporting a disability during the application process (8.4%). This exceeds the recommended federal utilization goal for hiring qualified disabled people, which is currently set at 7%.
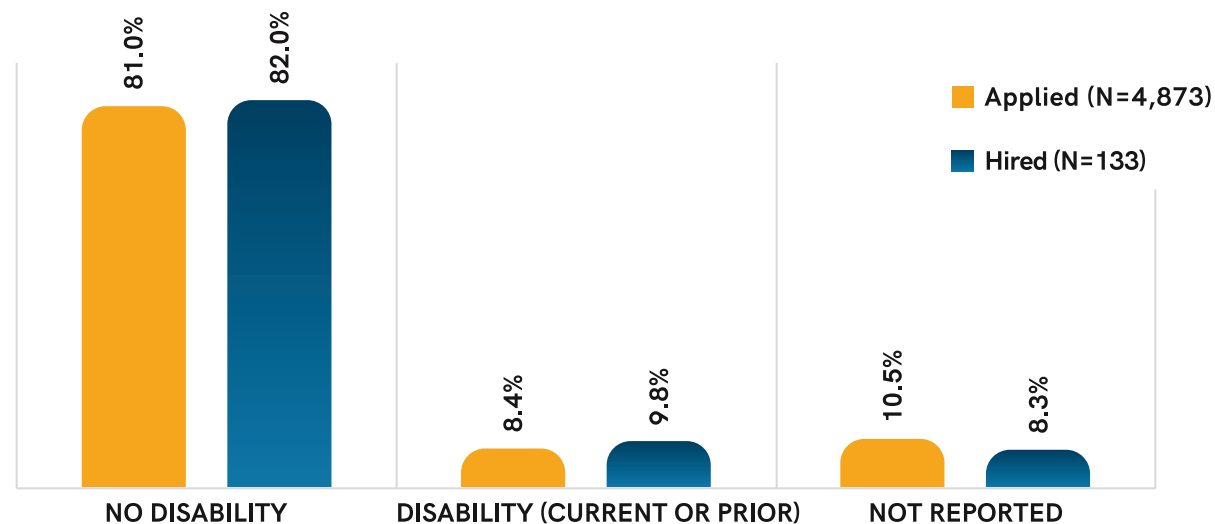
Source: PeopleAdmin. Applicant data for fiscal year 2022-23; faculty new hire demographics for calendar year 2023 (spring-fall 2023).
Notes: Data exclude recruitments for temporary faculty positions.

## Districtwide Applicants & New Hires by Protected Veteran Status
2022-23

Approximately 2% of applicants identified as one or more of the classifications of protected veterans and represented 1.5% of those hired. This is below the federal utilization goal for veterans, currently set at 5.4%.
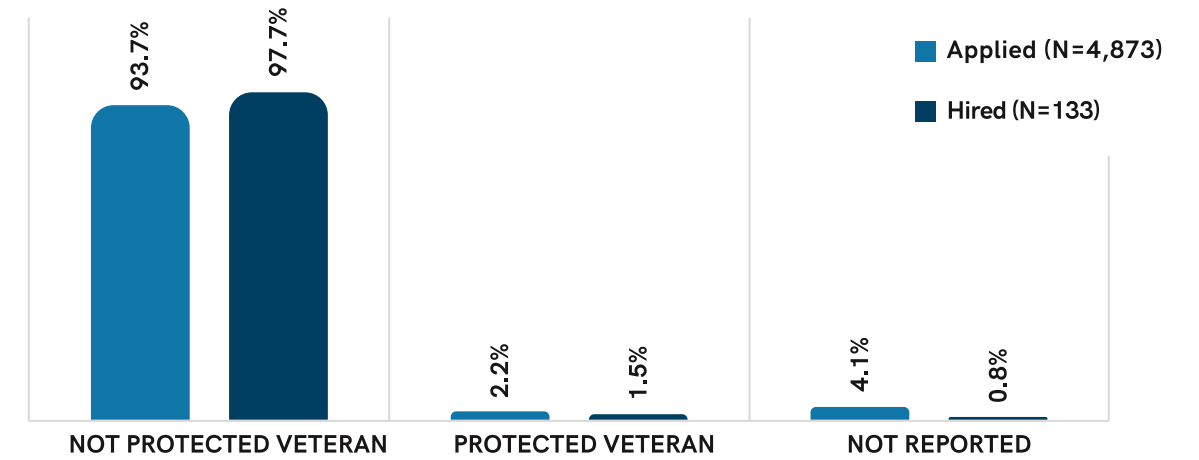
Source: PeopleAdmin. Applicant data for fiscal year 2022-23; faculty new hire demographics for calendar year 2023 (spring-fall 2023).
Notes: Data exclude recruitments for temporary faculty positions.

NOCCCD Trends in Percentage of Diverse Hires by Institution
2013-14 through 2022-23

While racial/ethnically diverse hiring rates have varied somewhat over the last ten years, the majority of new hires districtwide have been diverse over the last five years. All four sites had >57% diverse hires in 2022-23.
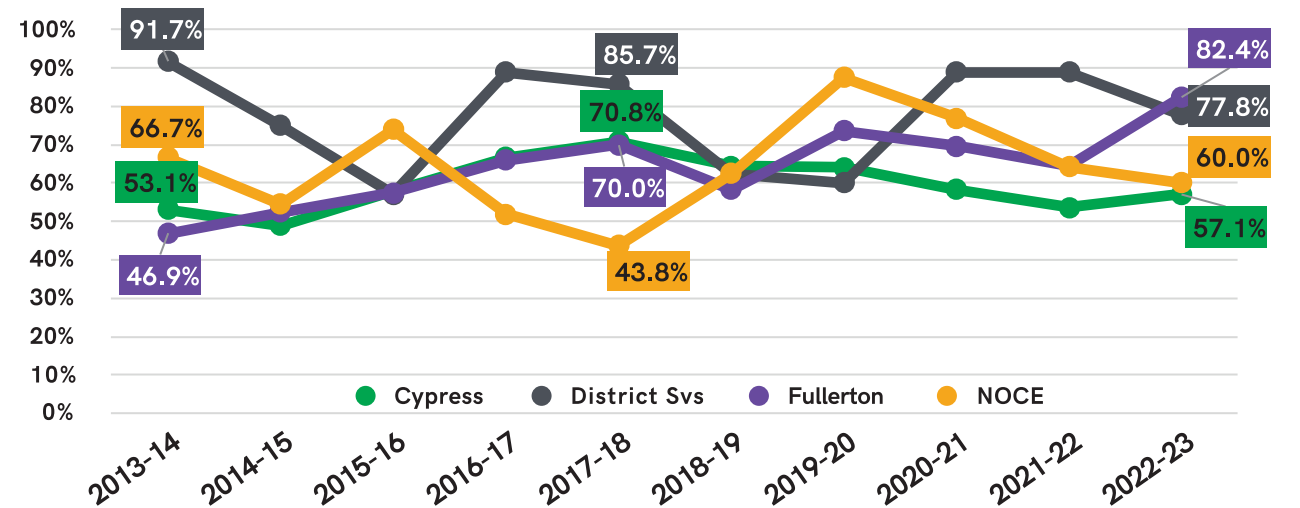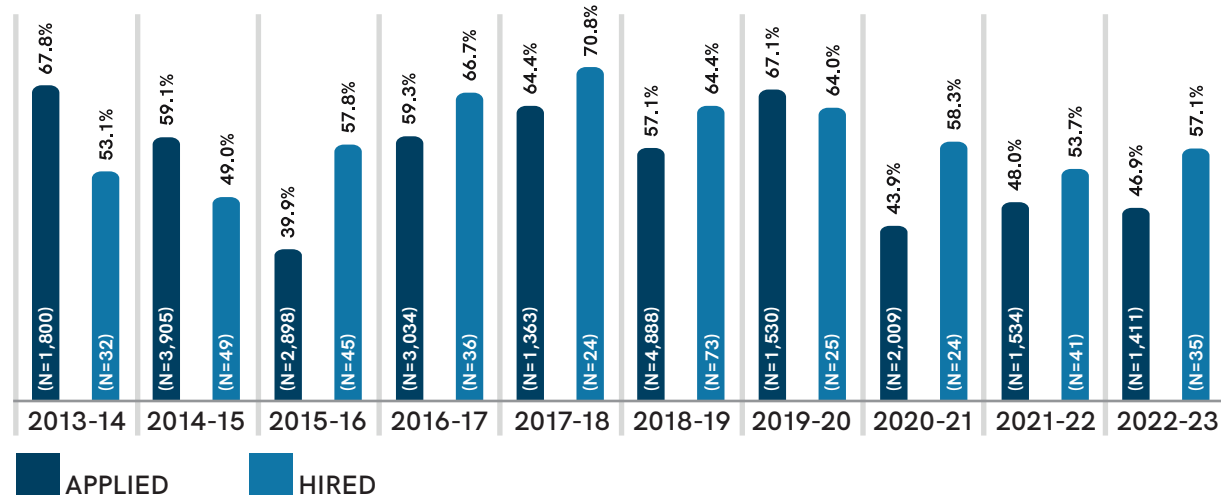

Source: PeopleAdmin
Note: Employees include educational and classified administrators, full-time faculty, and permanent classified and confidential staff. Classified and Admin/Mgmt data for fiscal year shown; faculty new hire demographics for the calendar year.

Cypress College: All Applicants & New Hires by Ethnic Diversity
2013-14 to 2022-23

Cypress' percentage of racially/ethnically diverse applicants has varied from 40% to 68% over the past 10 years. However, the majority of new hires have been diverse during this same time frame except for a slight dip below 50% in 2014-15. 57% of new hires were diverse in 2022-23.
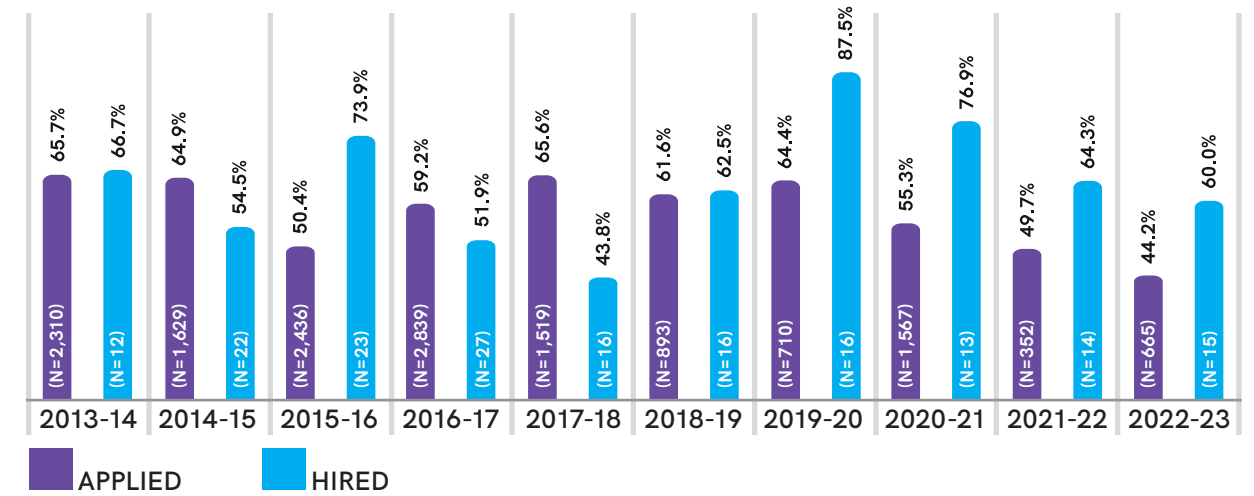

Source: PeopleAdmin
Note: Data exclude recruitments for temporary faculty positions.

NOCE: All Applicants & New Hires by Ethnic Diversity
2013-14 to 2022-23

NOCE has generally attracted racially/ethnically diverse applicants over the past 10 years (approximately 50% or greater diversity in 9 out of 10 years). New hires have also been diverse (44-88%), particularly in the last 5 years where the percentage of diverse hires was consistently greater than or equal to 60%.
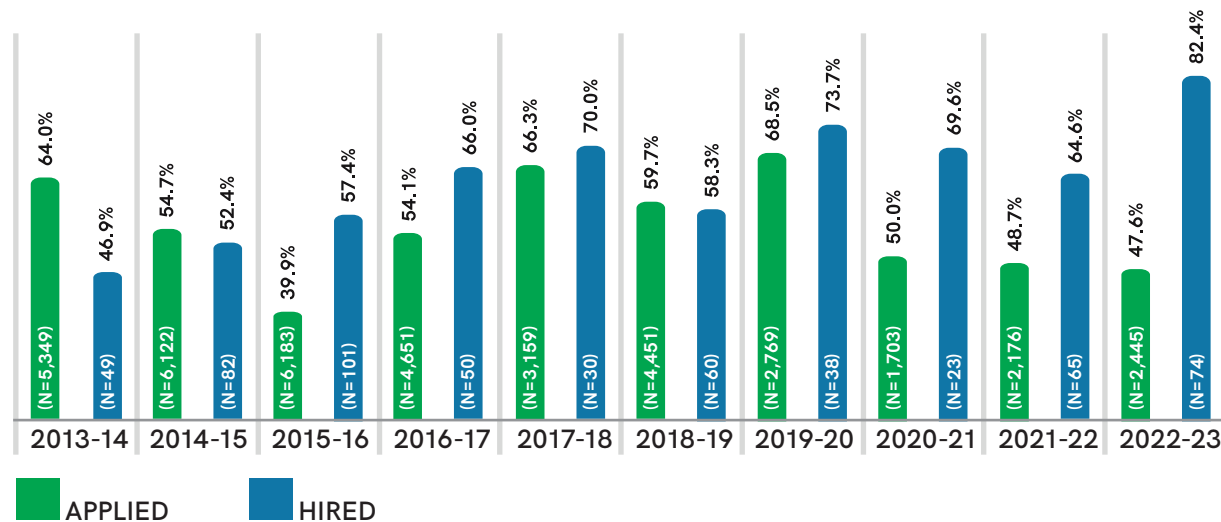

Source: PeopleAdmin
Note: Data exclude recruitments for temporary faculty positions.

Fullerton College: All Applicants & New Hires by Ethnic Diversity
2013-14 to 2022-23

In seven of the past ten years, more than 50% of Fullerton's applicants were racially/ethnically diverse. However in almost all of the past ten years, the majority of Fullerton's new hires have been from racially/ethnically diverse groups (52-83%). In 2022-23, 83% of new hires were diverse.
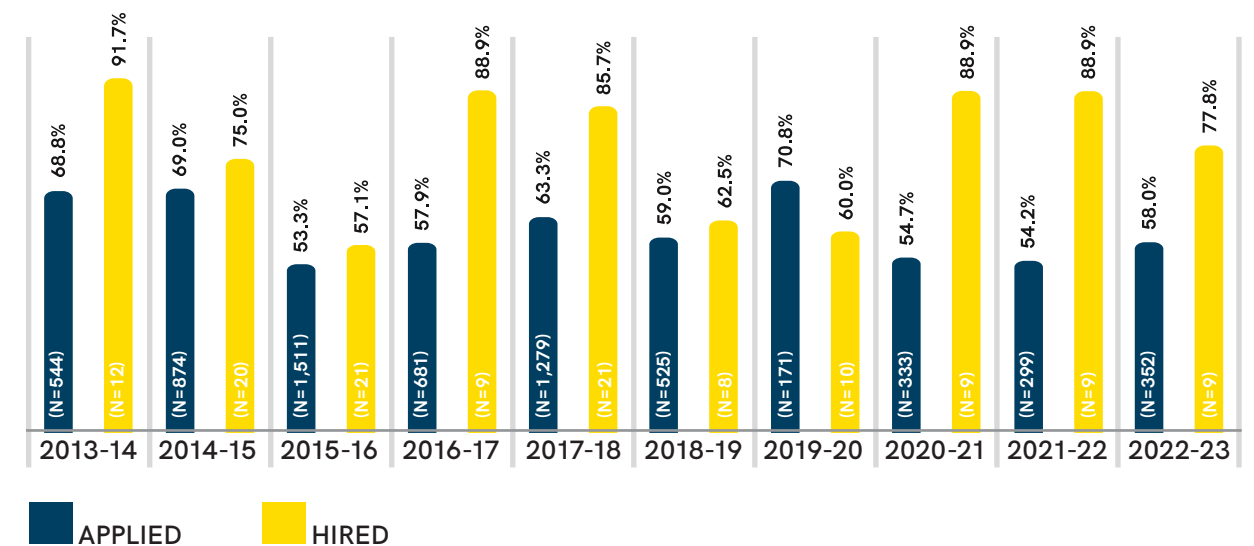

Source: PeopleAdmin
Note: Data exclude recruitments for temporary faculty positions.

District Services: All Applicants & New Hires by Ethnic Diversity
### 2013-14 to 2022-23

District Services has consistently attracted racially/ethnically diverse applicants (>54%). The majority of new hires over the past 10 years have also been diverse (ranging from 57% to 92%); 78% of new hires were diverse in 2022-23.

Source: PeopleAdmin

Districtwide Trends in Exiting Employee Ethnic Diversity
### 2018 through 2023

The percentage of exiting employees who were racially/ethnically diverse was between 56-59% for three of the five years, increasing to 72% in 2022-23. Comparatively, the percentage of racially/ethnically diverse employees overall increased at a slower rate from 53% to 59% during the same period.
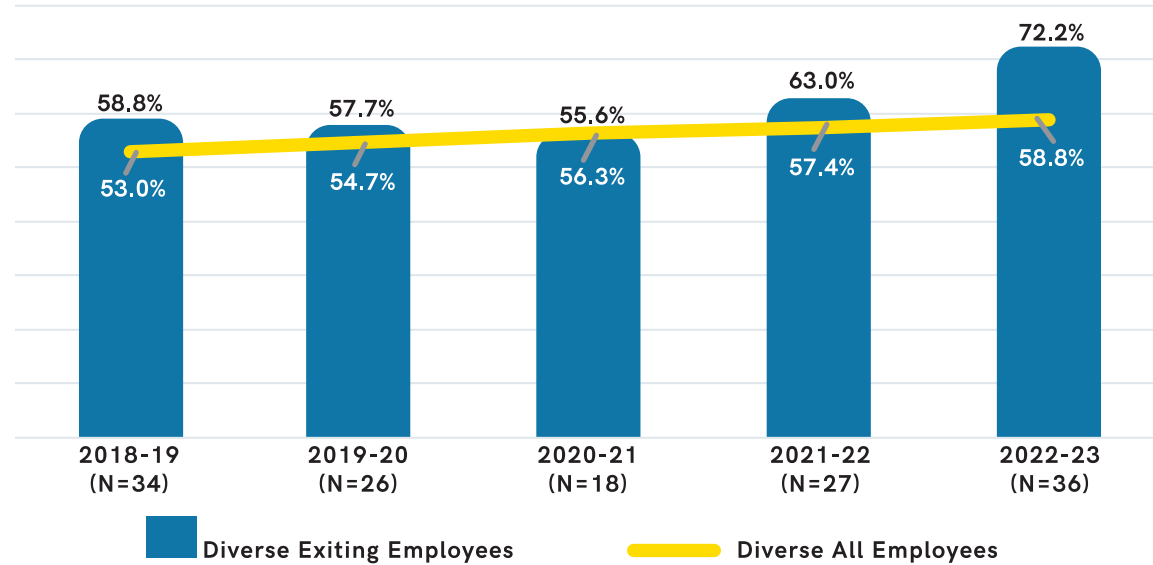
Source: Banner
Note: Data include all permanent employees (executive officers, educational and classified administrators, full-time faculty, and classified and confidential professionals) who resigned or were terminated from NOCCCD during the relavent fiscal year.

Districtwide Trends in Exiting Employee Ethnic Diversity
2018 through 2023

Examining the details of racial/ethnic background of employees who resigned or were terminated indicates that Latinx/Hispanic and White/Non-Hispanic employees left at the highest rates. However these two racial/ethnic groups are also the largest racial/ethnic groups in the district. The Percentage Point Gap Minus One (PPG-1) method was used to statistically examine adverse impact on the exiting employees. For only one year, 2022-23, the proportion of the Latinx/Hispanic employees who left the District was statistically significantly higher than the rest of the employee population.
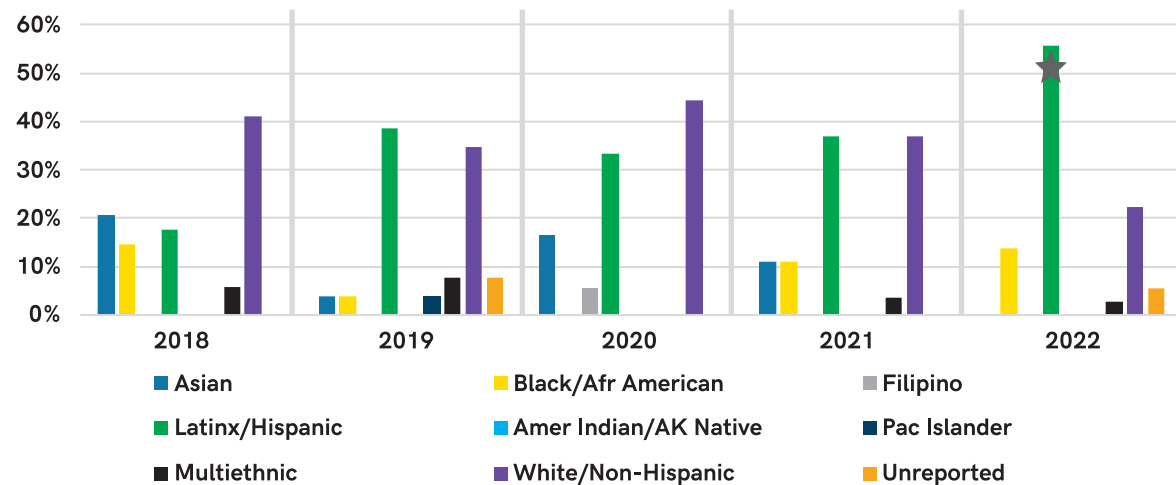
Source: Banner
Note: ★ Indicates observable adverse impact with a 95% confidence interval. Data include all permanent employees (executive officers, educational and classified administrators, full-time faculty, and classified and confidential professionals) who resigned or were terminated from NOCCCD during the relavent fiscal year.

Data Analysis: A Critical Examination of Progress and Challenges

Over the past decade, the District has shown a steady progression in diversifying its total new hires annually even though applicant diversity has decreased in recent years. Fiscal year 2022-2023 yielded the most diverse employees Districtwide in the last ten years. All three institutions within the District have demonstrated a commendable dedication to fostering diversity, equity, inclusion, accessibility, and anti-racism consistently throughout this period. While we acknowledge that the quantitative data provides just a glimpse of the larger picture, it is evident that our District is making strides towards bolstering DEIAA initiatives.

Key considerations when evaluating the District's commitment to DEIAA include:

- **Challenges in Data Collection:** Gathering and interpreting demographic data has its complexities. Our current application process amalgamates race and ethnicity, which are distinct facets of diversity. This conflation can lead to ambiguous self-reporting, evident in the increasing number of "unknown" category selections over the past five years. Furthermore, some diversity aspects, such as disability, sexual orientation, and socioeconomic background, may remain undisclosed, contributing to potential underrepresentation in our data.
  - *Solution:* Reconfigure the voluntary self-identification form to require a selection, even if that selection is "Choose not to disclose."

- **Downturn in Diverse Applicants:** Over the last three years, there has been an approximate 10% decline in the diversity of applicants. This phenomenon, while complex, might be attributed to various factors, including the operational shifts induced by the COVID-19 pandemic and return to office procedures. This report underscores the importance of delving deeper into this trend, drawing comparisons with other community colleges in California to discern if this is a widespread challenge.
  - *Solution:* The 2023-2026 EEO Plan identifies conducting Campus Climate Surveys, which with help the District better understand qualitative gaps that are impacting the attraction of qualified and diverse employees.

Beyond these considerations, the data unveils several noteworthy trends:

- **A Consistent Rise in Diverse Hires:** Over the last five years, the percentage of diverse hires has consistently outpaced the diversity present within the applicant pools. For instance, in 2022-23, while 48% of all applicants were diverse, nearly 73% of all hires are diverse.

- **Significant Strides in Faculty Diversity:** There has been a commendable 26% increase in diverse full-time faculty hires over the past ten years, with a notable 75% peak in 2021-22. This trend indicates a positive trajectory, although further examination and action are required to bolster diversity within the adjunct faculty ranks.

- **Leading in Diversity:** Compared to state averages and neighboring community college districts, NOCCCD has demonstrated leadership in diversity hiring, both at the local and statewide levels.

- **Addressing Discrepancies:** There remains a stark disparity, particularly within the Latinx demographic, between student and employee representation. This calls for targeted efforts to address underrepresentation, particularly within specific job categories and departments.

- **Focused Efforts on Underrepresentation:** The identification of departments with limited diversity is a critical step towards targeted action. The ongoing development of Recruitment, Hiring, and Retention Plans for both adjunct and full-time faculty in these departments is essential. Review Section 13 of the 2023-2026 EEO Plan, which addresses annual action items to increase equity in the pre-hiring, hiring, and post-hiring phases.

While this report highlights areas of progress, it also underscores the need for continued commitment, nuanced analysis, and targeted action to foster a truly diverse, equitable, and inclusive environment within NOCCCD.

2023-2026 Proposed EEO Plan

These insights played a crucial role in shaping the recommendations and strategy outlined in the 2023-2026 EEO Plan. The plan, grounded in the evidence gathered, put forth targeted strategies aimed at addressing the identified disparities and promoting a more inclusive environment. Among these strategies were initiatives to revamp recruitment practices, enhance professional development opportunities for underrepresented groups, gather more effective quantitative and qualitative data sets, and implement mentorship programs.

The integration of longitudinal analysis in the development of the EEO Plan exemplifies NOCCCD's commitment to data-driven decision-making. By relying on a comprehensive examination of historical and current data, the District has laid down a robust foundation for its diversity and inclusion efforts. The 2023-2026 EEO Plan, informed by these analyses, stands as a testament to NOCCCD's dedication to fostering an equitable and inclusive community college district.