

# Institutional Commitment to Diversity

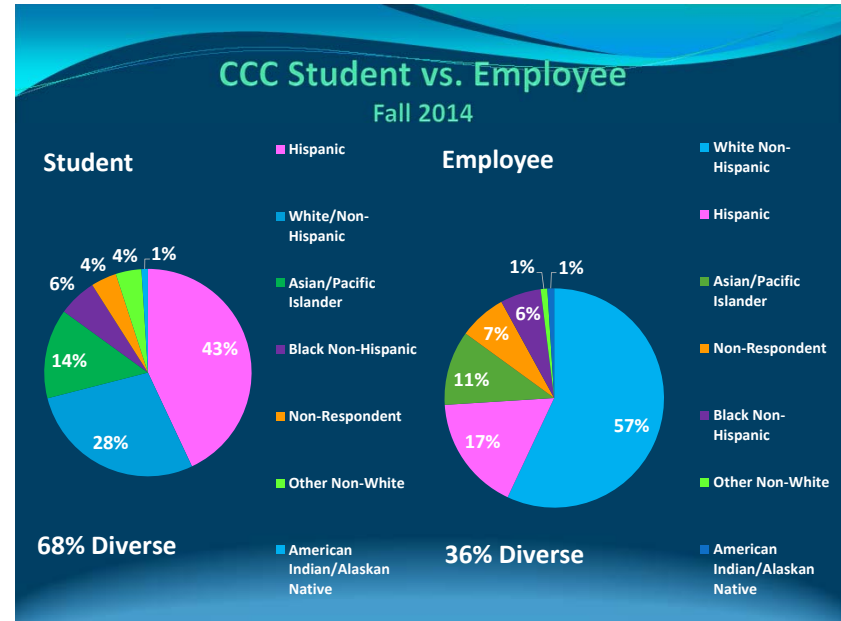
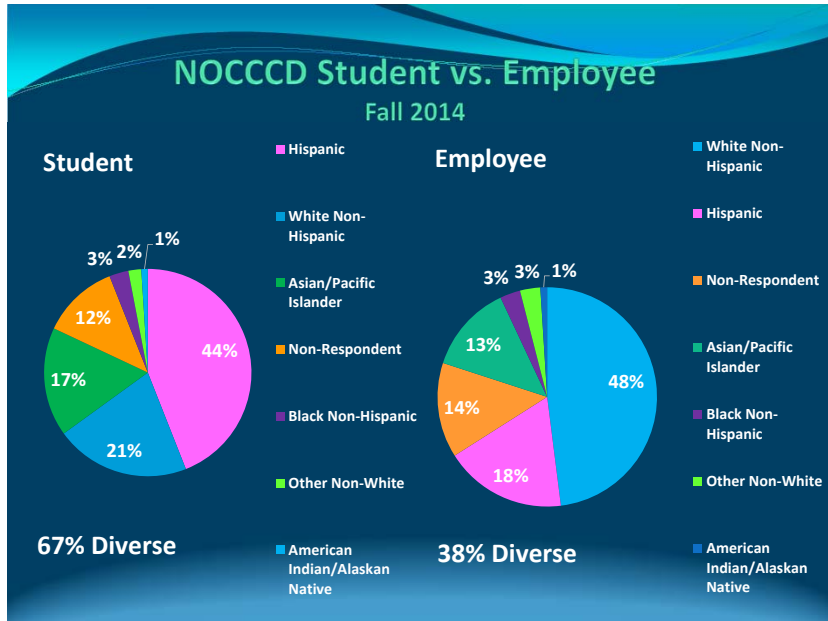
## Five Year Report

2010/2011 – 2014/2015

Presented by the  
Office of Human Resources  
October 13, 2015



1. California Community College System vs. North Orange County CCD Demographics
2. Recruitment Efforts
3. Applicant Data
4. Employee Demographics
5. Institutional Commitment to Diversity



# Recruitment Efforts

ACCCA

AsiansinHigherEd.com

BlacksinHigherEd.com

CalJobs.ca.gov

CASBO

CCCRegistry.org

Chronicle of Higher Education

CommunityCollegeJobs.com

DisabledinHigherEd.com

DisabledPerson.com

DiverseEducation.com

EdJoin.com

El Mundo Latino

HigherEdJobs.com

HispanicsinHigherEd.com

IMDiversity.com

Indeed.com

InsideHigherEd.com

LatinosinHigherEd.com

LGBTinHigherEd.com

Los Angeles Register

Monster.com

NativeAmericansinHigherEd.com

NOCCCD Website

OC Register

The Press Enterprise (Riverside)

Simplyhired.com

The Progressive Woman

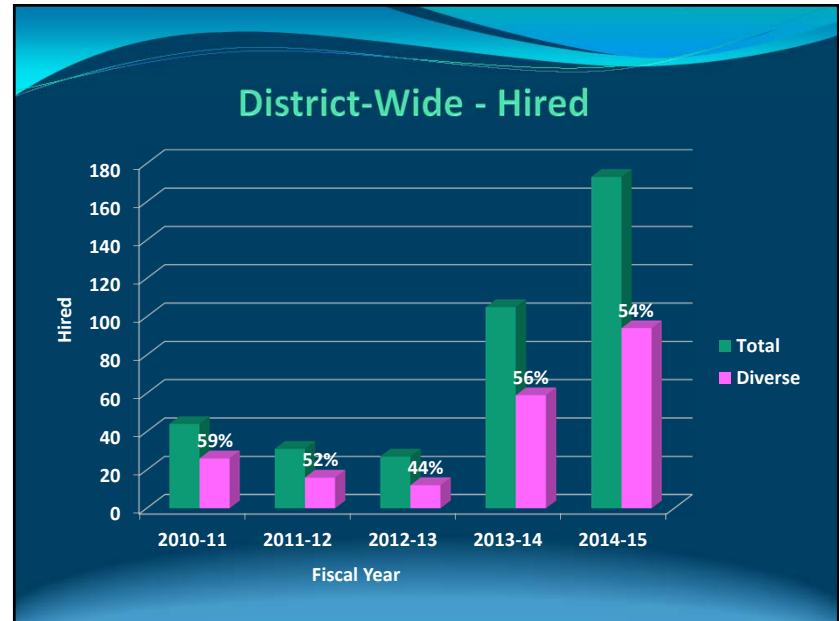
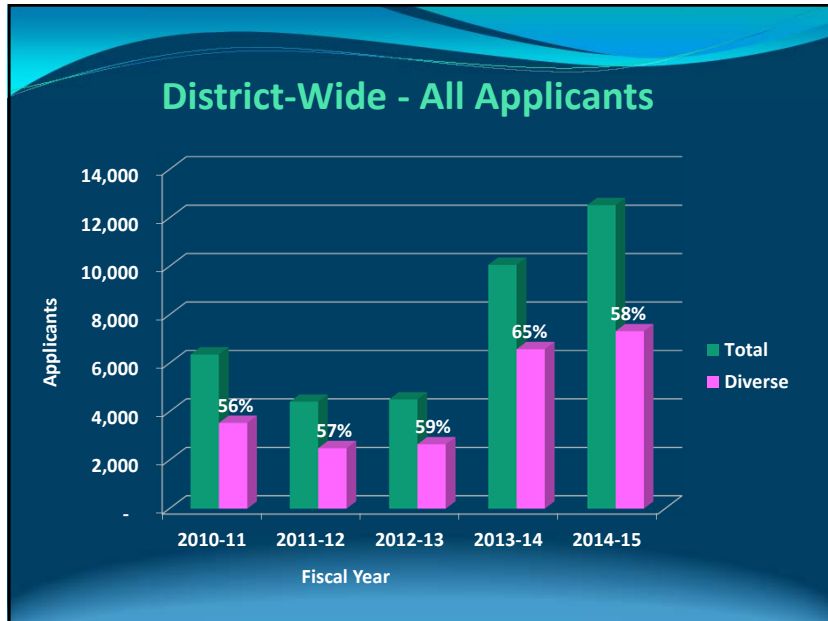
The Veteran Journal

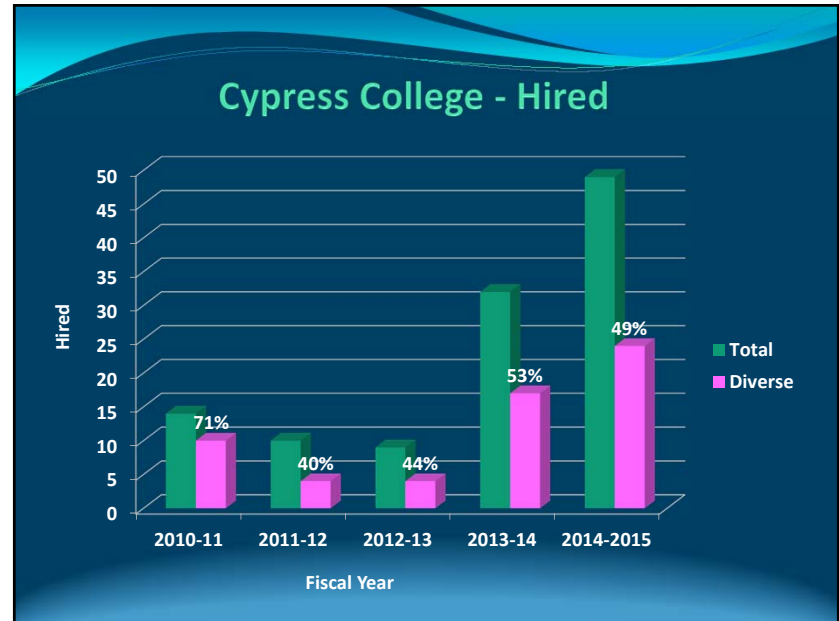
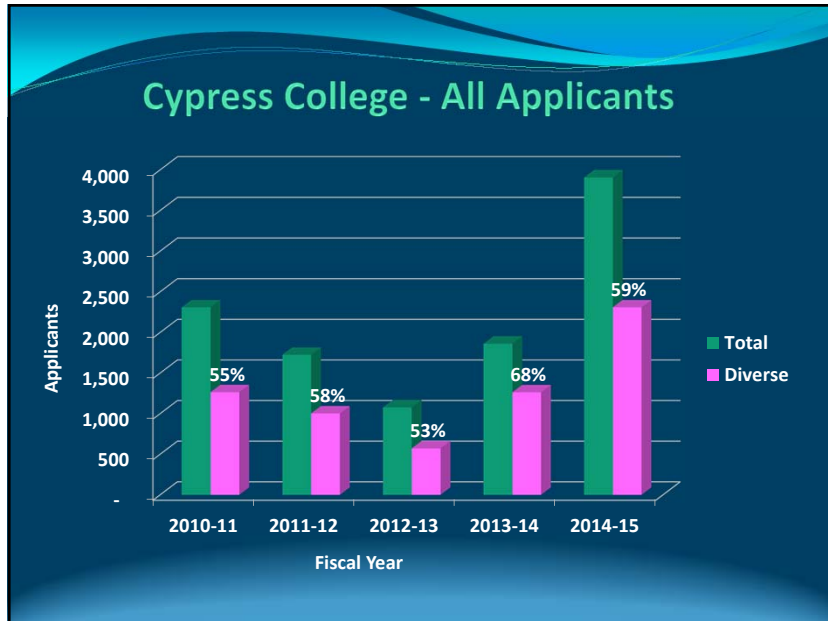
TribalCollegeJournal.com

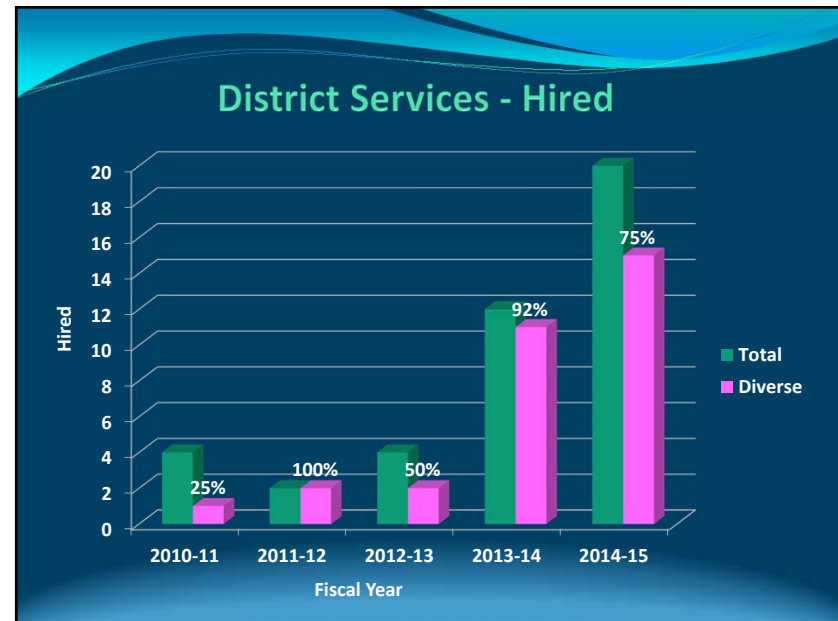
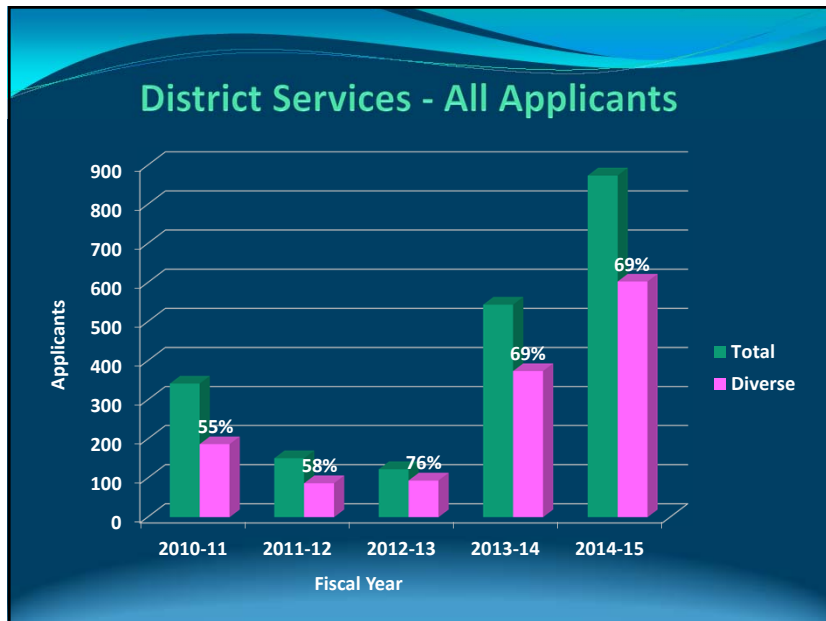
VeteransinHigherEd.com

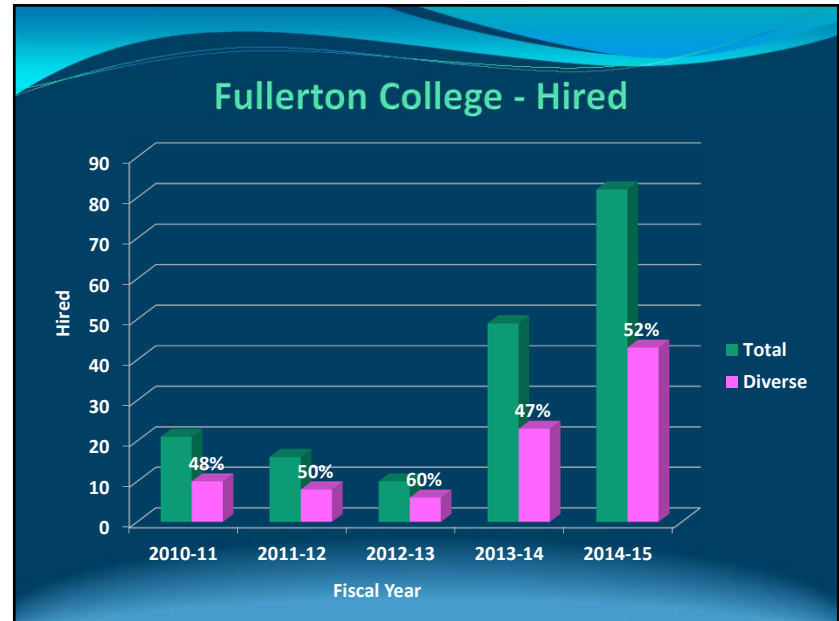
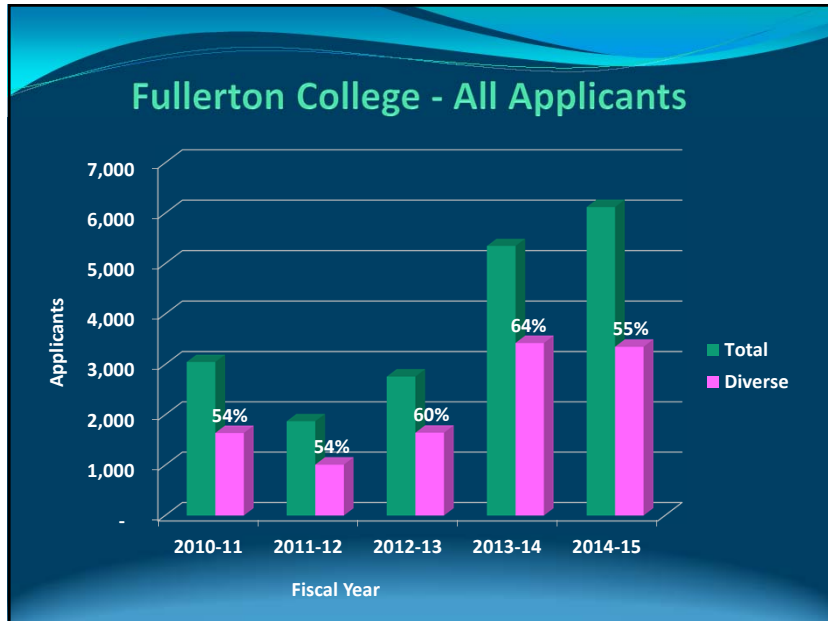
WomeninHigherEd.com

➤ Sample list – does not represent all recruitment efforts

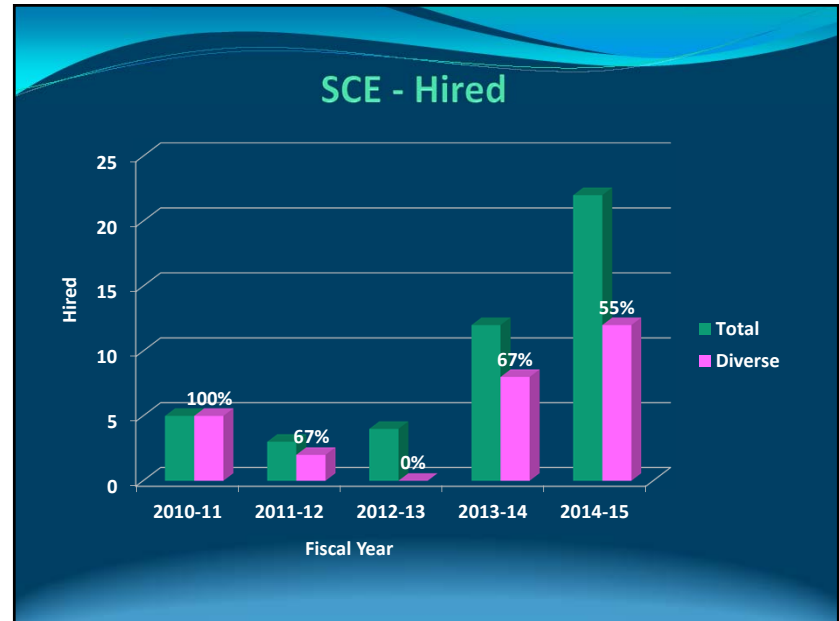
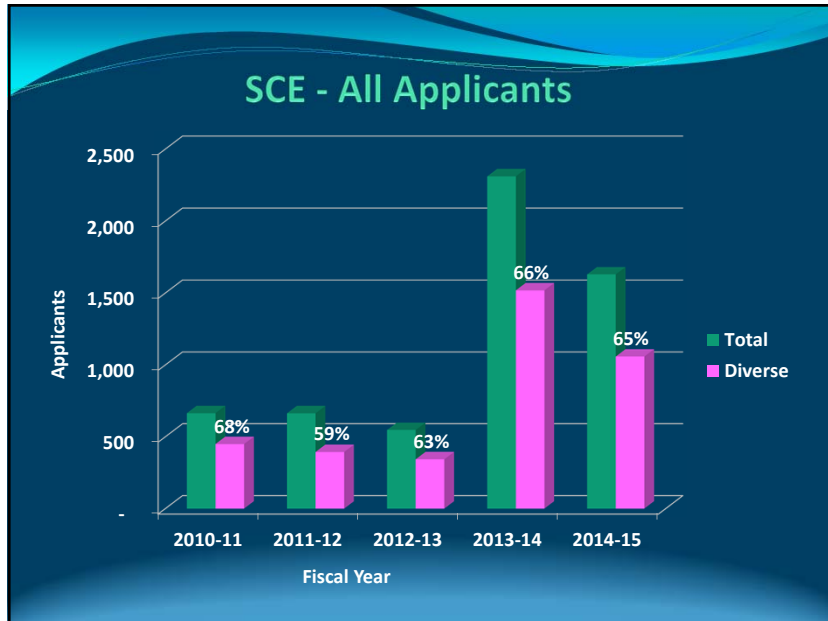






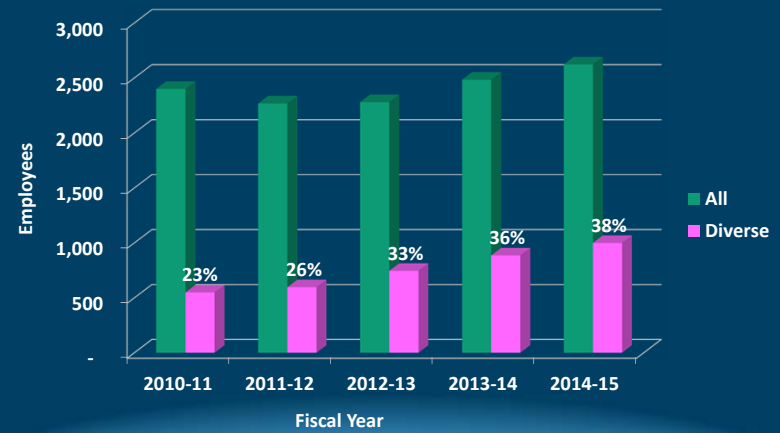


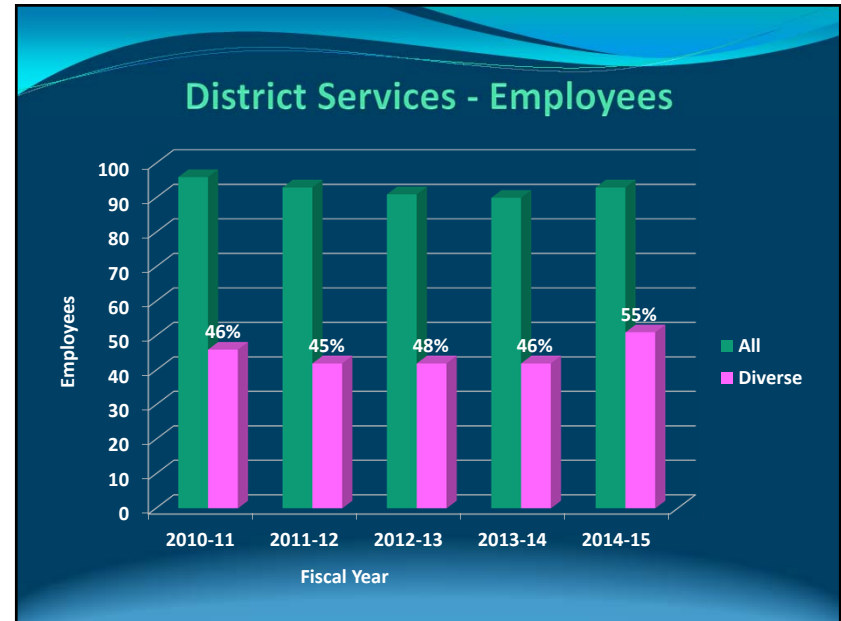
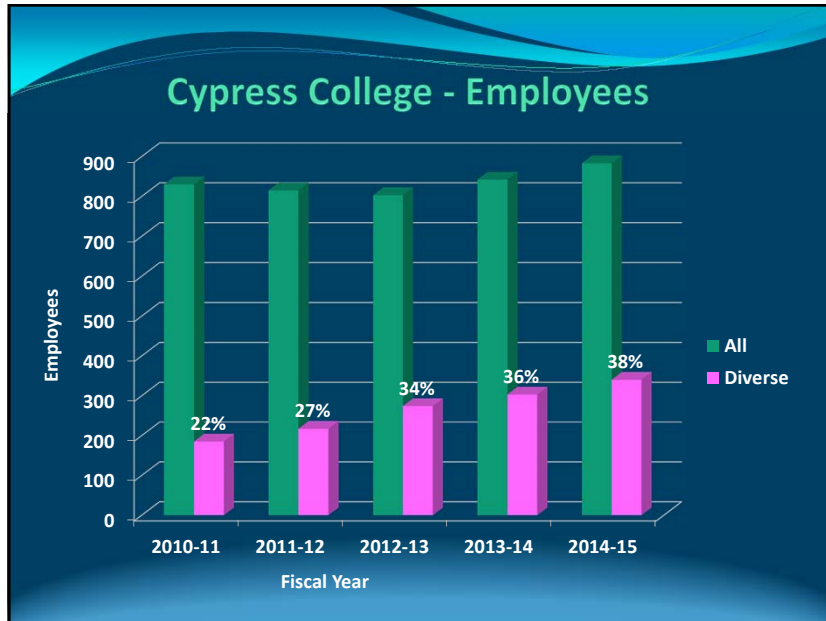


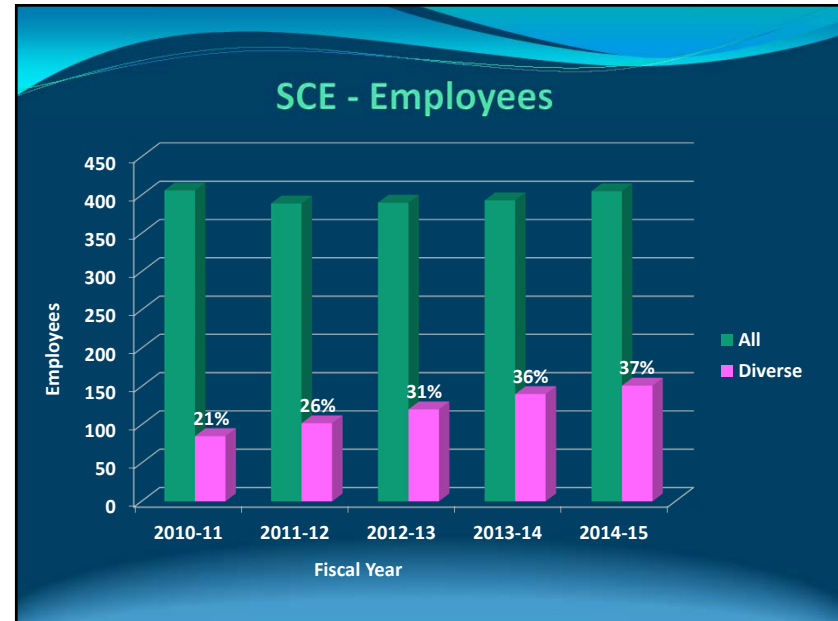
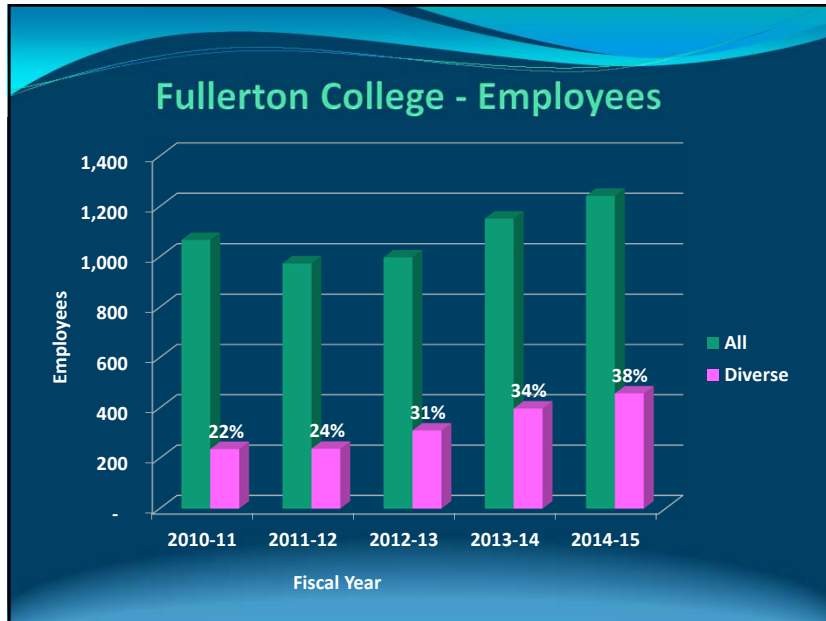


# Employee Demographics

## District-Wide - Employees







## Developing and Maintaining Institutional Commitment to Diversity

- BP 7100 – Commitment to Equal Employment Opportunity and Diversity
- Chancellor’s Goal for 2015/16 - *Diversity: Update the EEO Plan as it relates to faculty and staff hiring.*
- Job Fairs
  - CCC Registry – January 2016
- Professional development and leadership opportunities
- Equal Employment Opportunity Plan (update 2016-2018)
- District Equal Employment Opportunity Advisory (EEOA) Committee
- Recruiting efforts
- District-wide EEO Committee training – September 2015

## Developing and Maintaining Institutional Commitment to Diversity

- On-line applicant tracking system effective July 2015
- District hiring procedures require applicants to demonstrate a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender, sexual orientation, and ethnic backgrounds of community college students
- Added “Commitment to Diversity” to Minimum Qualifications for all job postings.
- Added District’s Commitment to Diversity statement to all job postings.
- AB 1825 harassment and discrimination training
- Timely and thorough investigations of complaints
- “Hire Me” Workshops – January 2016
- Incorporate the elimination of bias in hiring and employment training
- Demographic data to be included in selection committee training

## Cypress College 2014-15 Campus Diversity Activities

- Establishment of Annual Diversity Theme and Flyer
- Monthly Library/LRC display case assignments celebrating diversity
- One Time Diversity Committee Funding Events
- Establishment of Keynote Speaker series for Spring Opening Day
- Sponsorship of *Push Girls* presentation by Ms. Tiphany Adams
- Sponsorship of Black History Month speaker, former Black Panther member Aaron Dixon.
- Establishment of Cypress College Celebrating Diversity Award

## Cypress College 2015-16 Campus Diversity Activities

- Adopt a Diversity Flyer that incorporates our annual theme "*Global Village: Embracing Inclusiveness*", to be used in support of diversity activities of the College.
- Sponsor monthly displays in the Library/LRC honoring a variety of aspects of diversity.
- Allocate \$5,000 of Diversity funds in support of activities of the College that support *Inclusiveness* as a core value.
- Identify and promote a keynote speaker on issues of Diversity at our Spring Opening Day ceremony.
- Identify and promote significant speakers on various issues of diversity throughout the academic year.
- Finalize our annual Diversity Award parameters and honor a College employee, student, or organization that significantly advances the Diversity Committee Purpose of advancing inclusiveness.

### Fullerton College 2014-15 Campus Diversity Activities

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|--|--|
| <p><b>September</b><br/>¡Bienvenidos! Resource fair and guest speaker<br/>Latino Students Forum<br/>Film – “Latino Americans” PBS series<br/>Military Care Package Drive</p> <p><b>October</b><br/>LGBT Students Forum<br/>Film – “Stonewall Uprising”<br/>Museum of Latin American Art tour<br/>The Life Cycle- Cultural Views on Death<br/>Día De Los Muertos (Day of the Dead) celebration</p> <p><b>November</b><br/>Veteran Students Forum<br/>Annual Veterans Day Celebration<br/>Guest Speaker: Alex Espinoza<br/>Film – “Leon Leyson– In his own words”</p> <p><b>December</b><br/>Kwanzaa Celebration!</p> <p><b>February</b><br/>French Film Festival<br/>African-American Forum<br/>Beat Café - Open Mic Night!<br/>Film — “The African Americans” (PBS series)</p> | <p>California African American Museum tour<br/>Theater – “The Meeting”</p> <p><b>March</b><br/>Women’s Forum<br/>Films — “One Woman, One Vote”, “Life &amp; Times of Frida Khalo”, “Citizen Tanouye”<br/>Asian &amp; Pacific Islander Forum</p> <p><b>April</b><br/>Creating Safe Classrooms for LGBT Students<br/>One-Book, One-College (Humanities Division)<br/>Museum of Tolerance tour<br/>Domestic Violence 101: Prevention Through Education<br/>Film – “Justice for My Sister”<br/>Take Back the Night:<br/>    Self Defense lesson<br/>    Candlelight Vigil<br/>Clothesline Project<br/>Walk in Her Shoes<br/>Brick Wall – Healing Through the Arts<br/>Worldfest- Celebrating People, Culture, &amp; The Earth<br/>KinderCaminata</p> <p><b>May</b><br/>Guest Lecturer: Dr. Ange-Marie Hancock<br/>Guest Speaker: Dr. Mark Robinson</p> |
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### Fullerton College 2015-16 Campus Diversity Activities

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| <p><b>Fall 2015</b><br/>¡Bienvenidos! Resource fair<br/>Latino Students Forum<br/>LGBT Students Forum<br/>Film – “Latino Americans”<br/>Film – “Stonewall Uprising”<br/>Dia De Los Muertos (Day of the Dead) celebration<br/>Veterans Awareness Month activities<br/>Film – “We Shall Remain”<br/>Kwanzaa Celebration</p> | <p><b>Spring 2016</b><br/>African American Forum<br/>Beat Café<br/>Film – “The African Americans”<br/>California African American Museum tour<br/>Women’s forum<br/>Asian and Pacific Islander Forum<br/>Museum of Tolerance Tour<br/>Sexual Assault Awareness Month activities<br/>Worldfest<br/>KinderCaminata</p> |
|---|--|

## SCE

### 2014-15 Campus Diversity Activities

- Reviewed strategies to reduce the student achievement gap (extended counseling support, offsite high-school lab, Adult College and Career Transition program, workshops on successful transition from noncredit to credit).
- Offered training on instructional equity and differentiation, accessibility and universal design, LGBT support, Autism, Disability Etiquette, Student Referral to Services and Classroom Technology.
- Promoted the Habits of the Mind (3CSN) regarding equity and diverse learning support services.
- Included equity and diversity components in all SLO training sessions.
- Managed websites that include training and insight into various elements of equitable instruction.

## SCE

### 2015-16 Campus Diversity Activities

- Cultural Intelligence training series
- Universal Design program for faculty and staff
- Training during Autism Week and Disabled Student Month
- Yearly retreat for LEAP faculty
- ESL Multi-Cultural Fair
- Training for LEAP, ESL and Basic Skills faculty focused on instruction and study skills that equalizes and diminishes challenges students face
- DSS Transition Night facilitates support for independent living and workforce entry
- Collaborate with credit faculty on programs including, The Building Connections, Adult Career and Transition Program, math Co-Lab, ESL Citizenship and Academic Success Programs, CTE iBest course pilot, Gilbert West Basic Skills and High School diploma programs



# Questions

**Thank you!**

# Institutional Commitment to Diversity

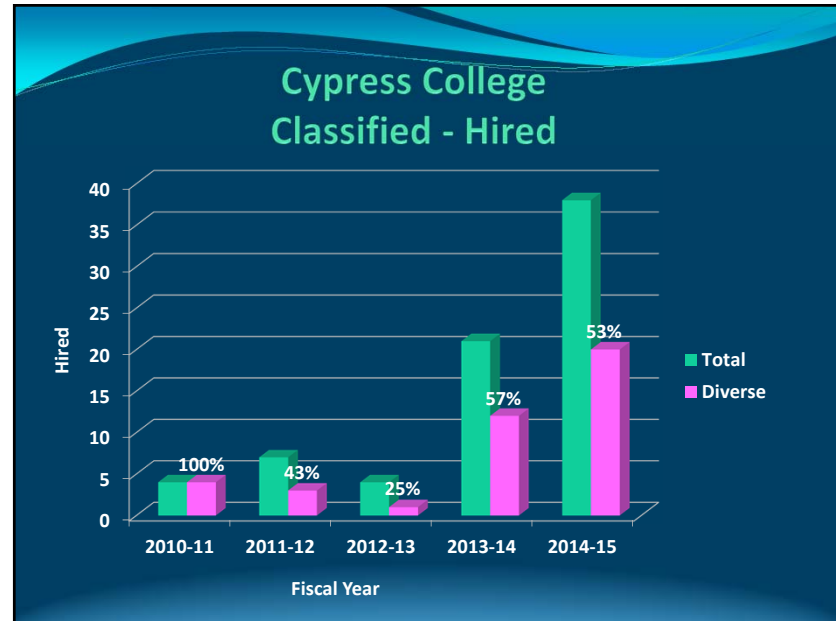
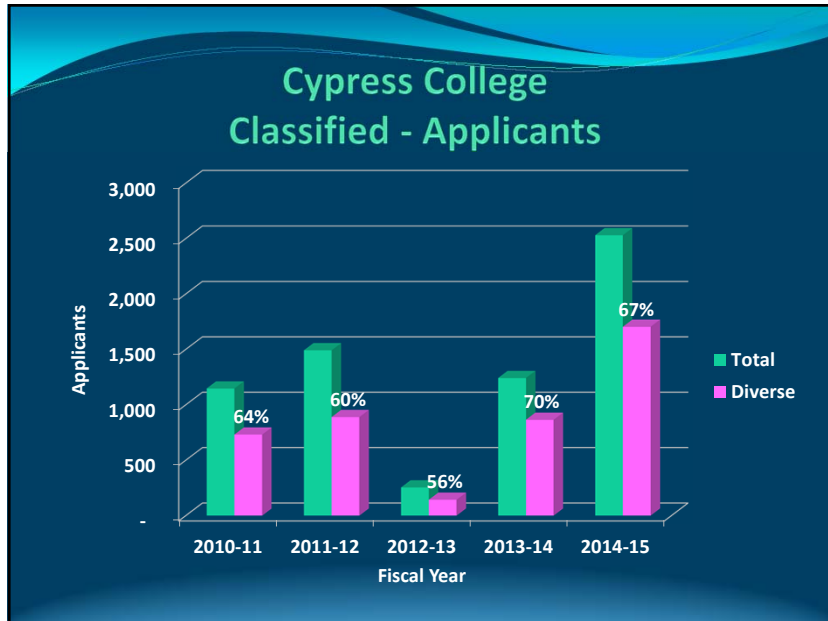
## Five Year Report

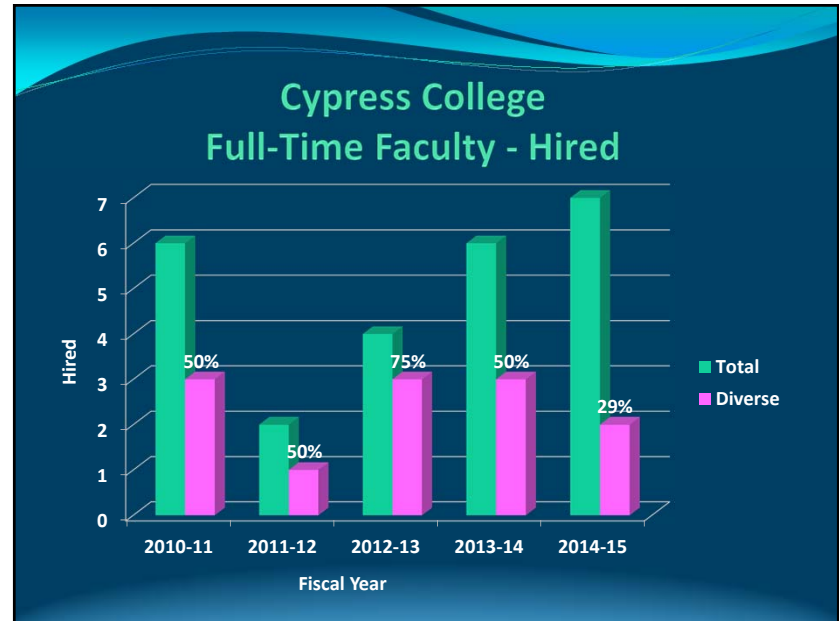
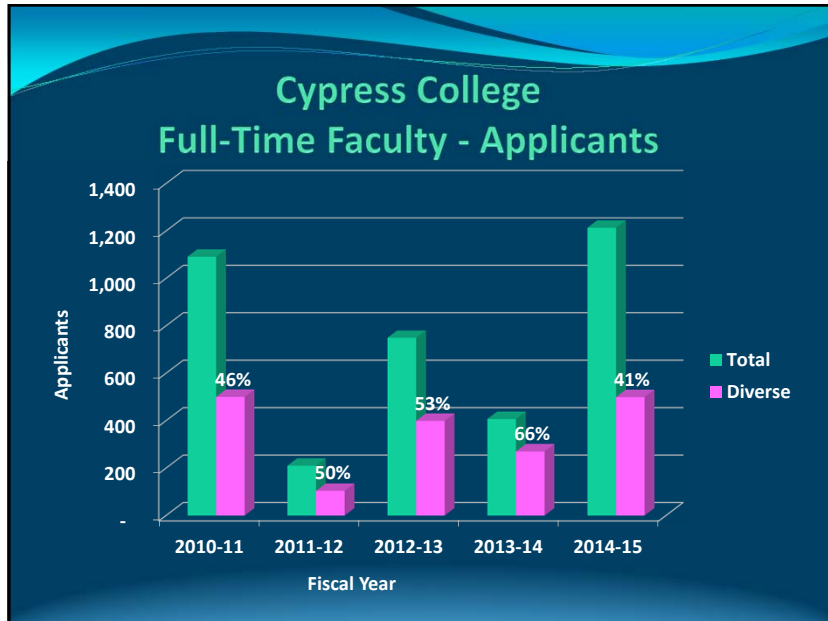
### 2010/2011 – 2014/2015

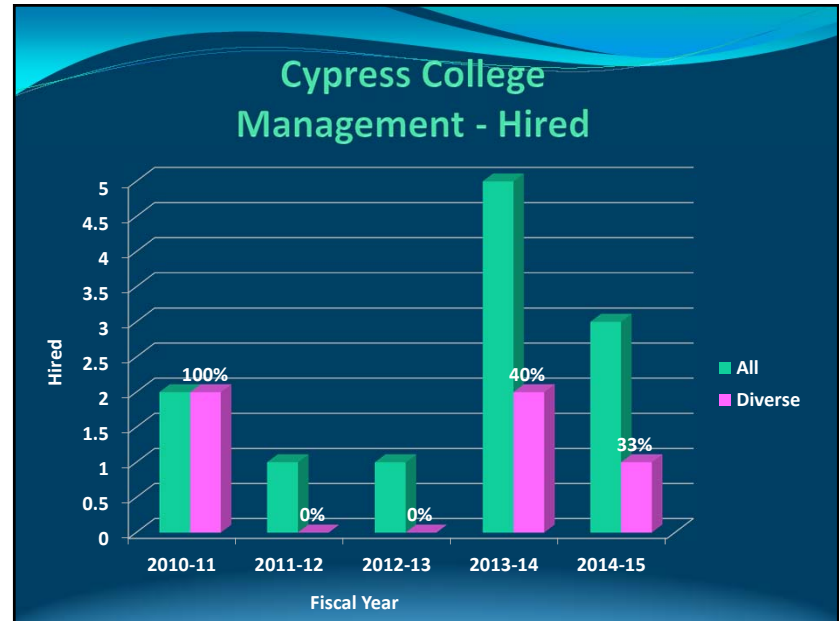
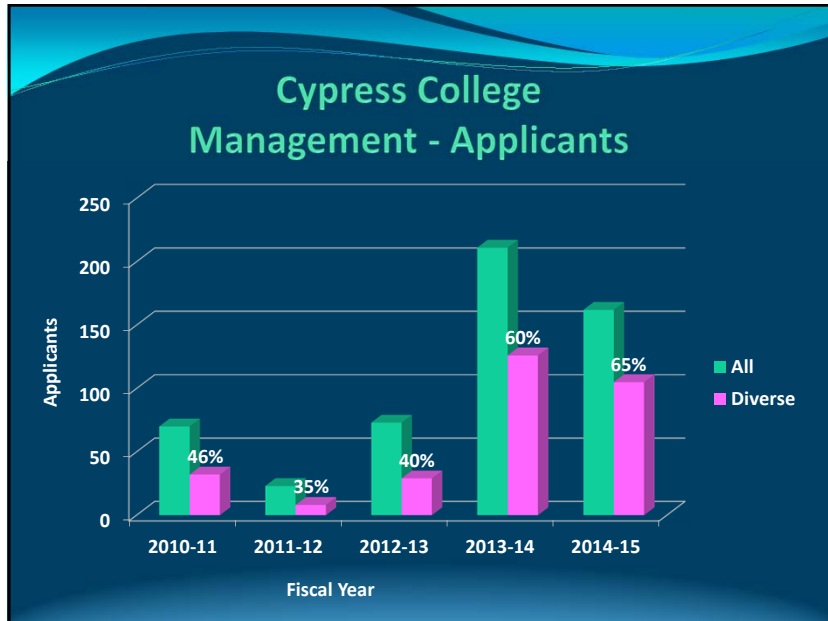
## Supplemental Data

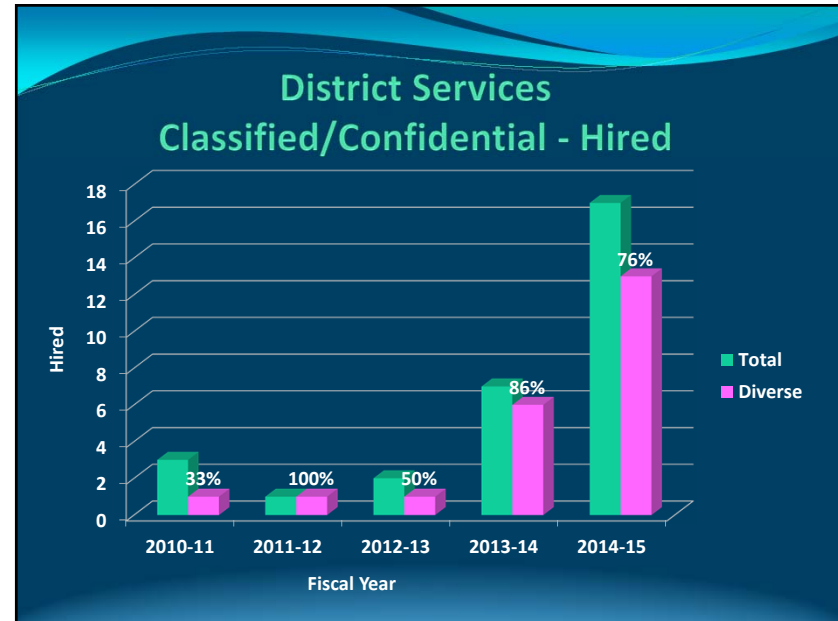
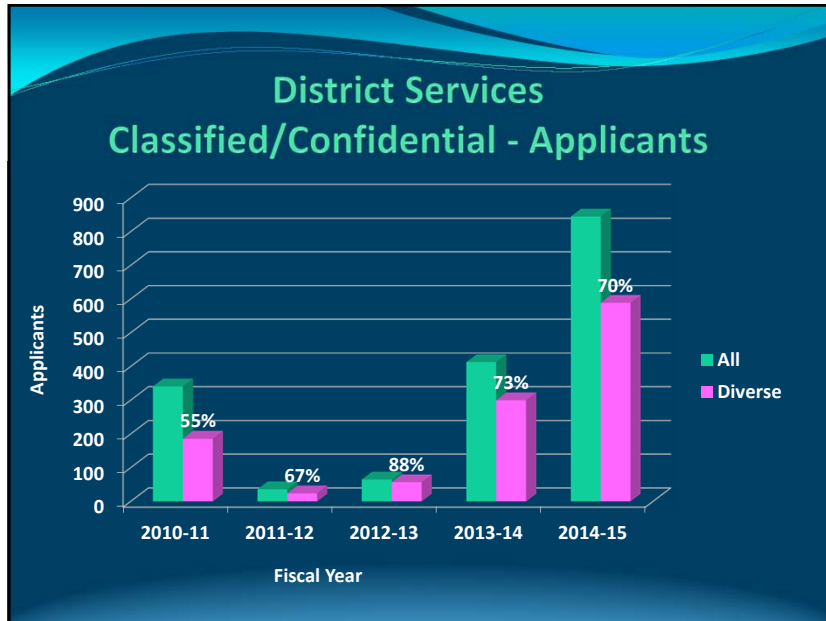


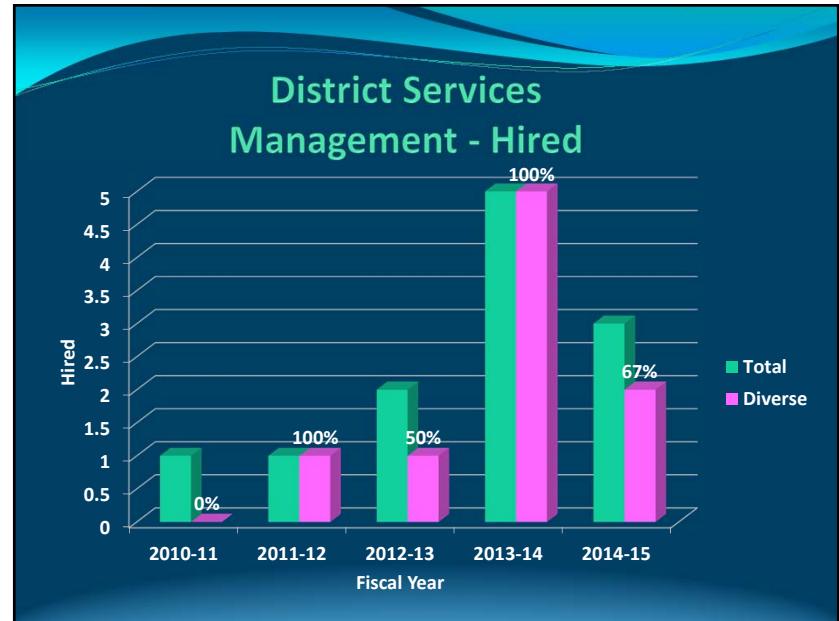
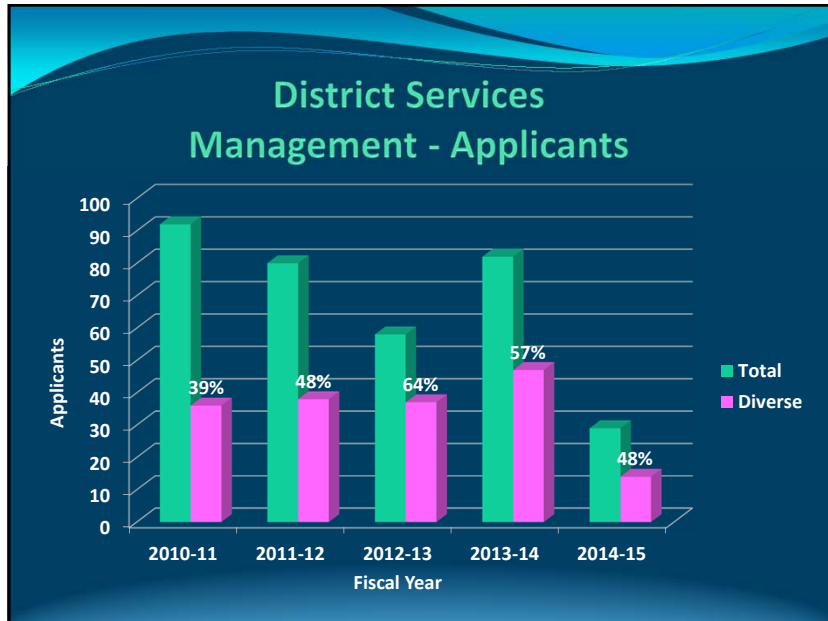
# Applicant Demographics



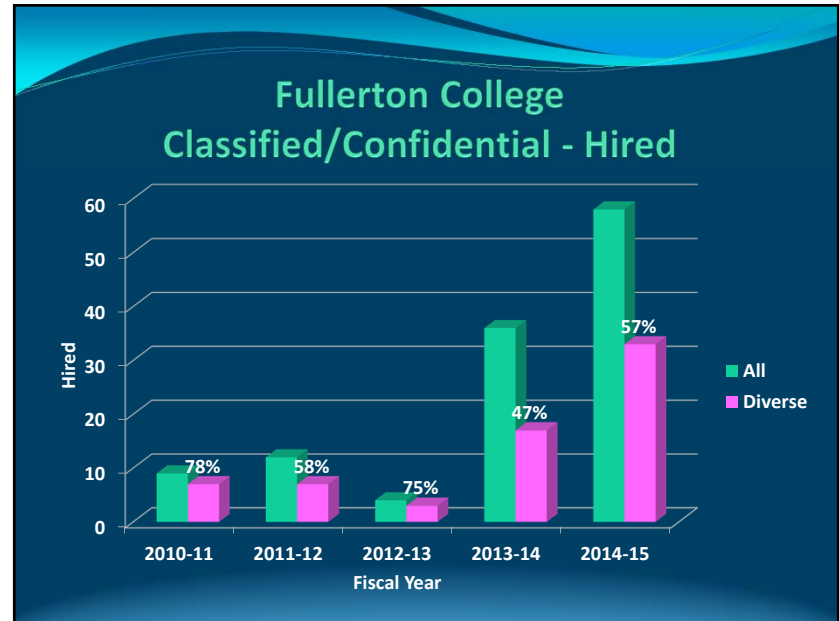
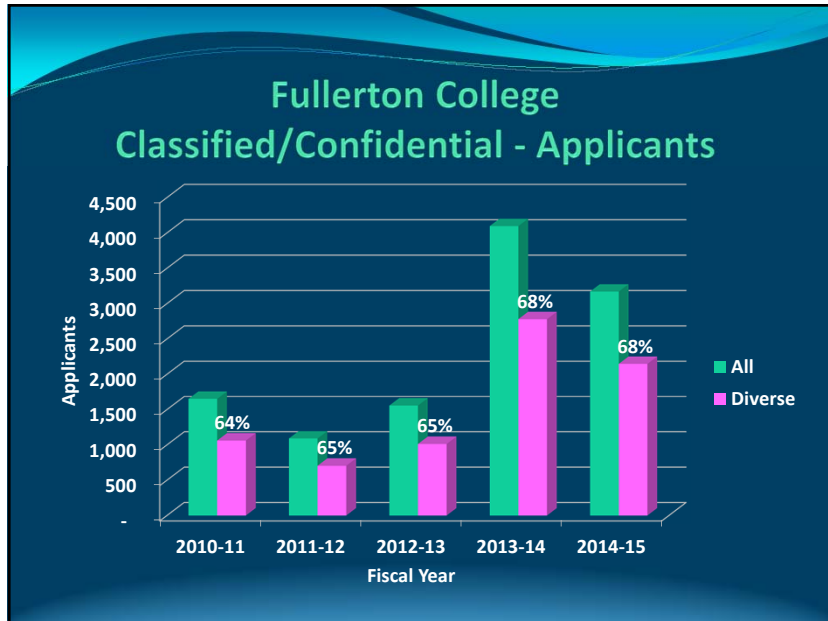


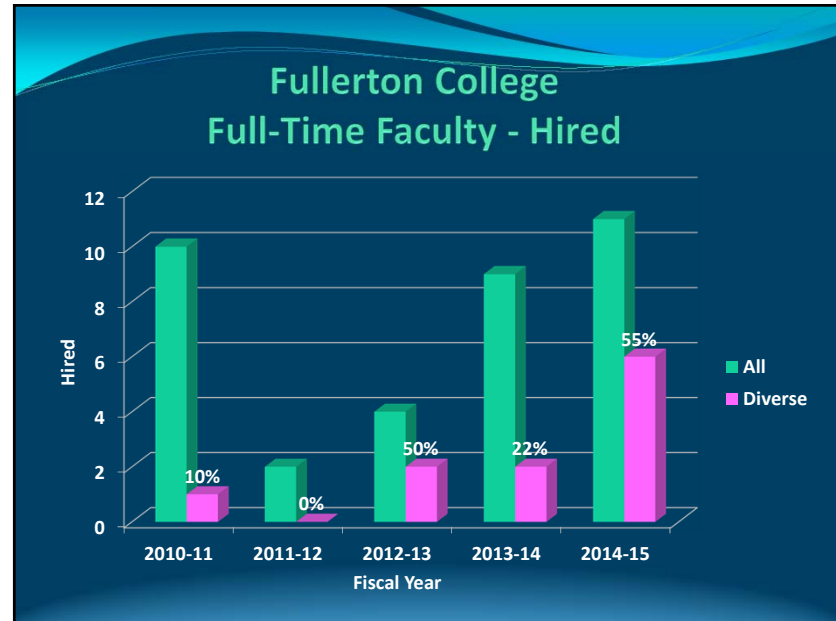
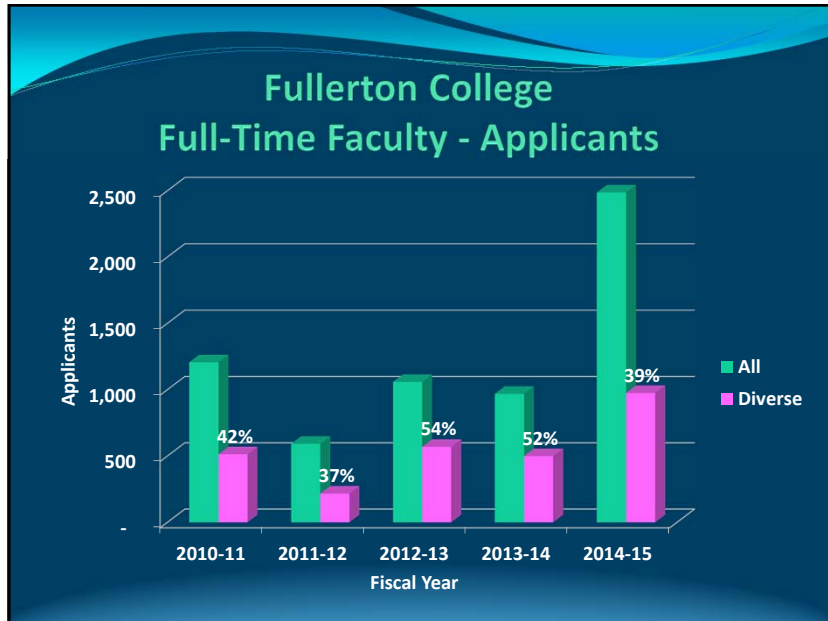


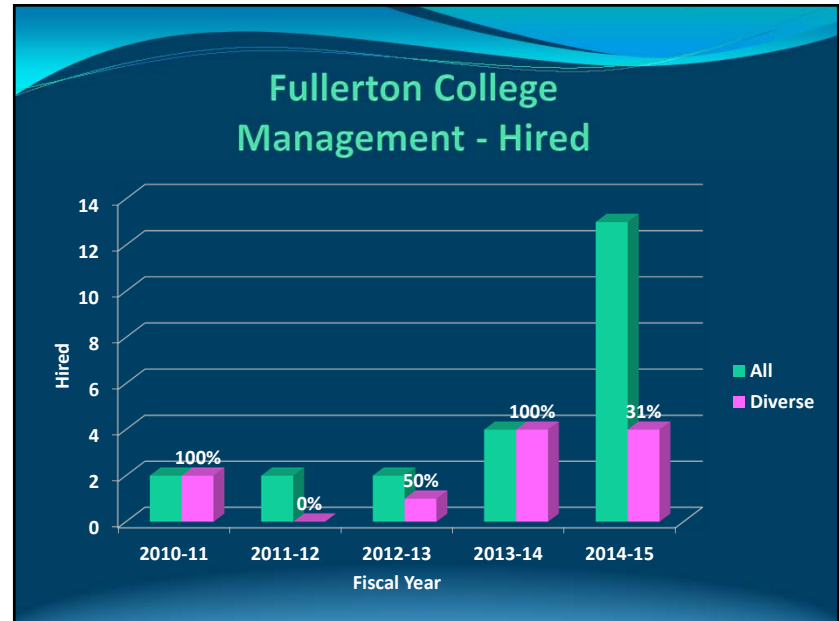
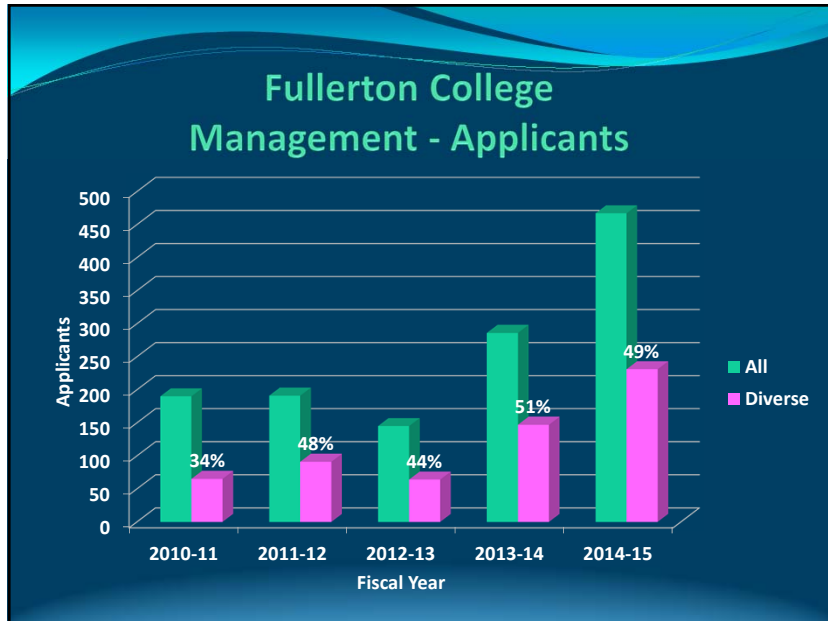


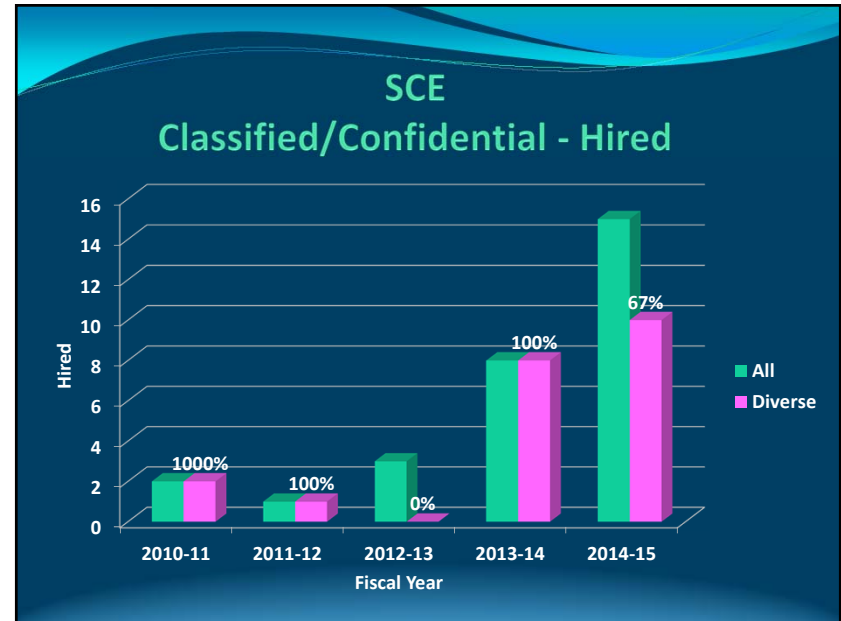
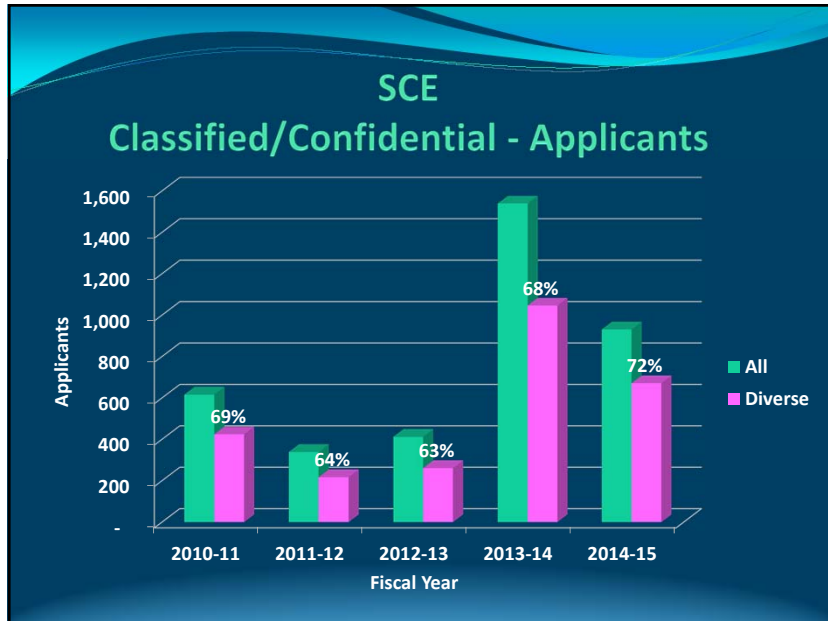


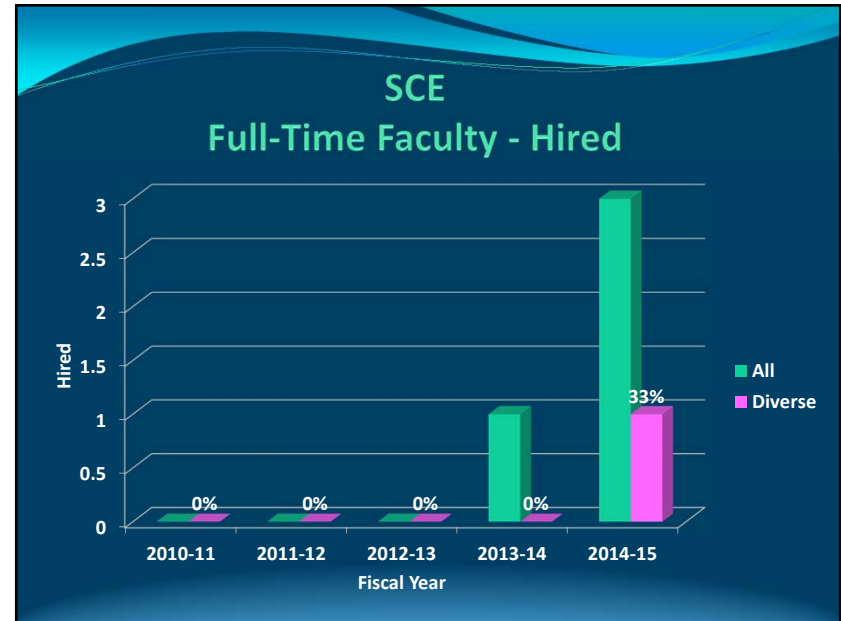
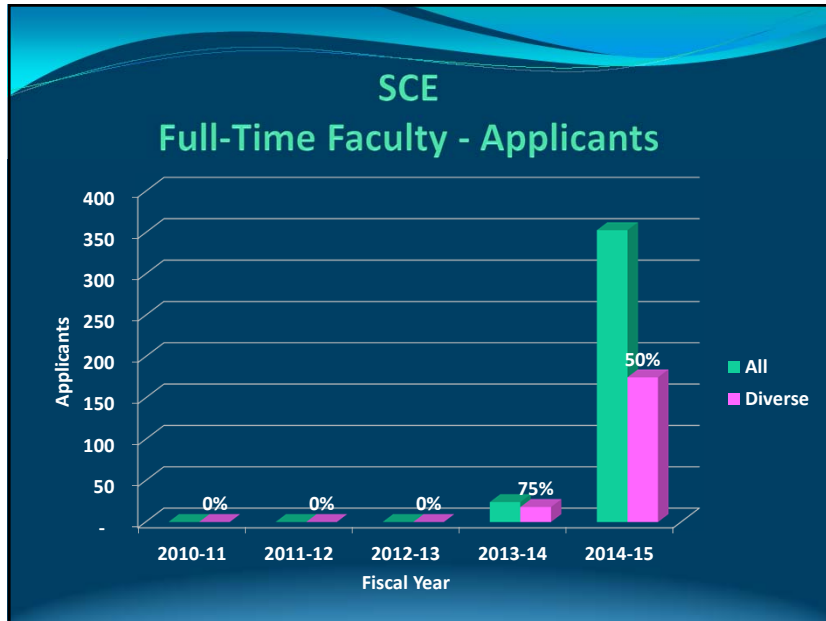


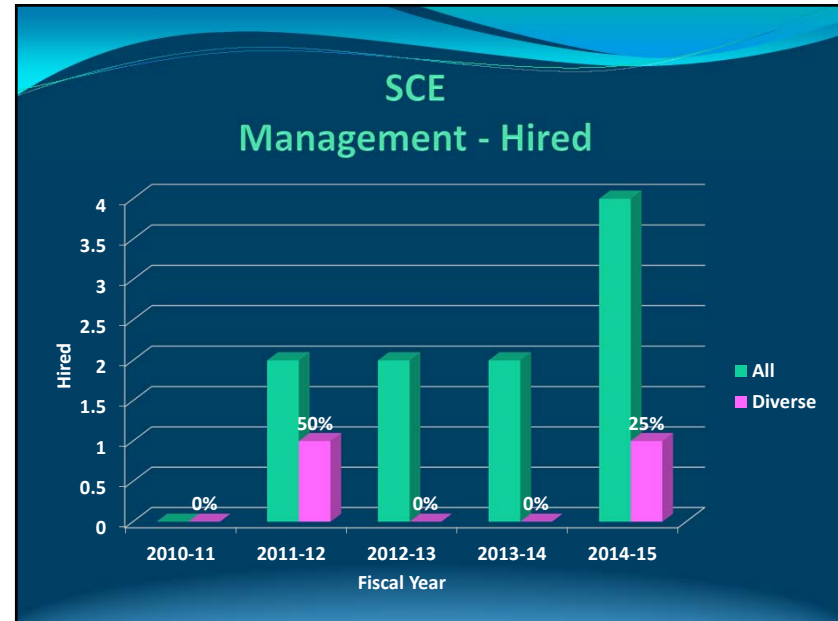
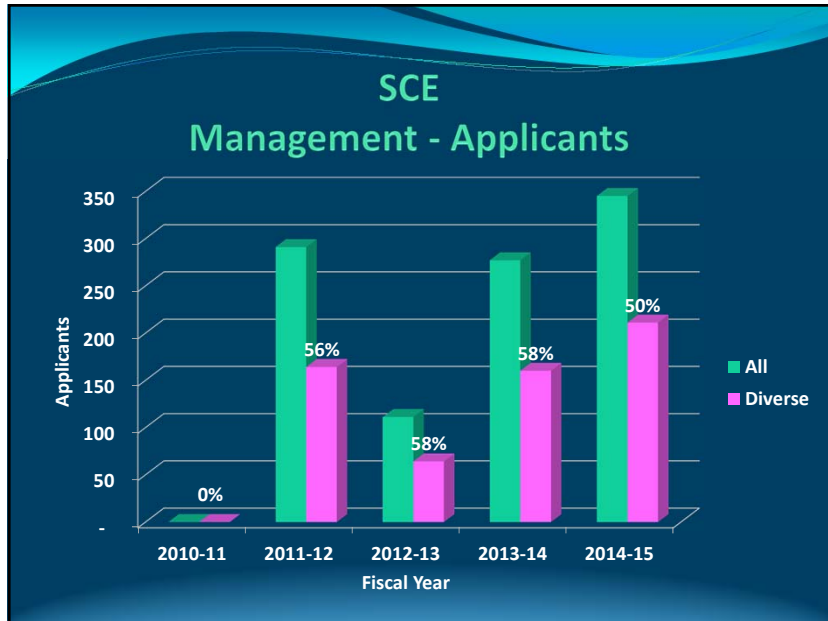












# Employee Demographics

