

# Institutional Commitment to Diversity

## Six Year Report

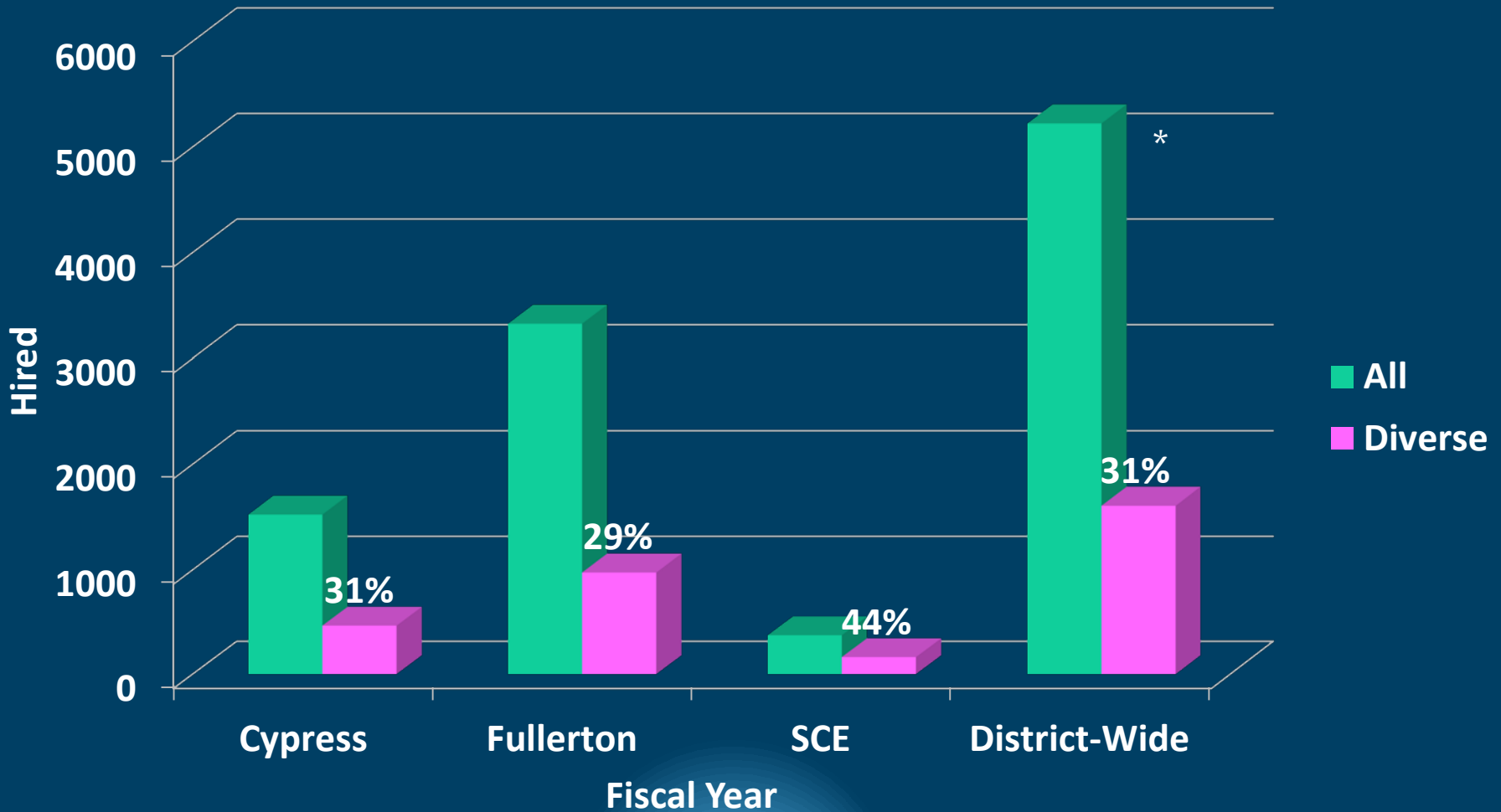
2010/2011 – 2015/2016

Presented by the  
Office of Human Resources  
October 11, 2016



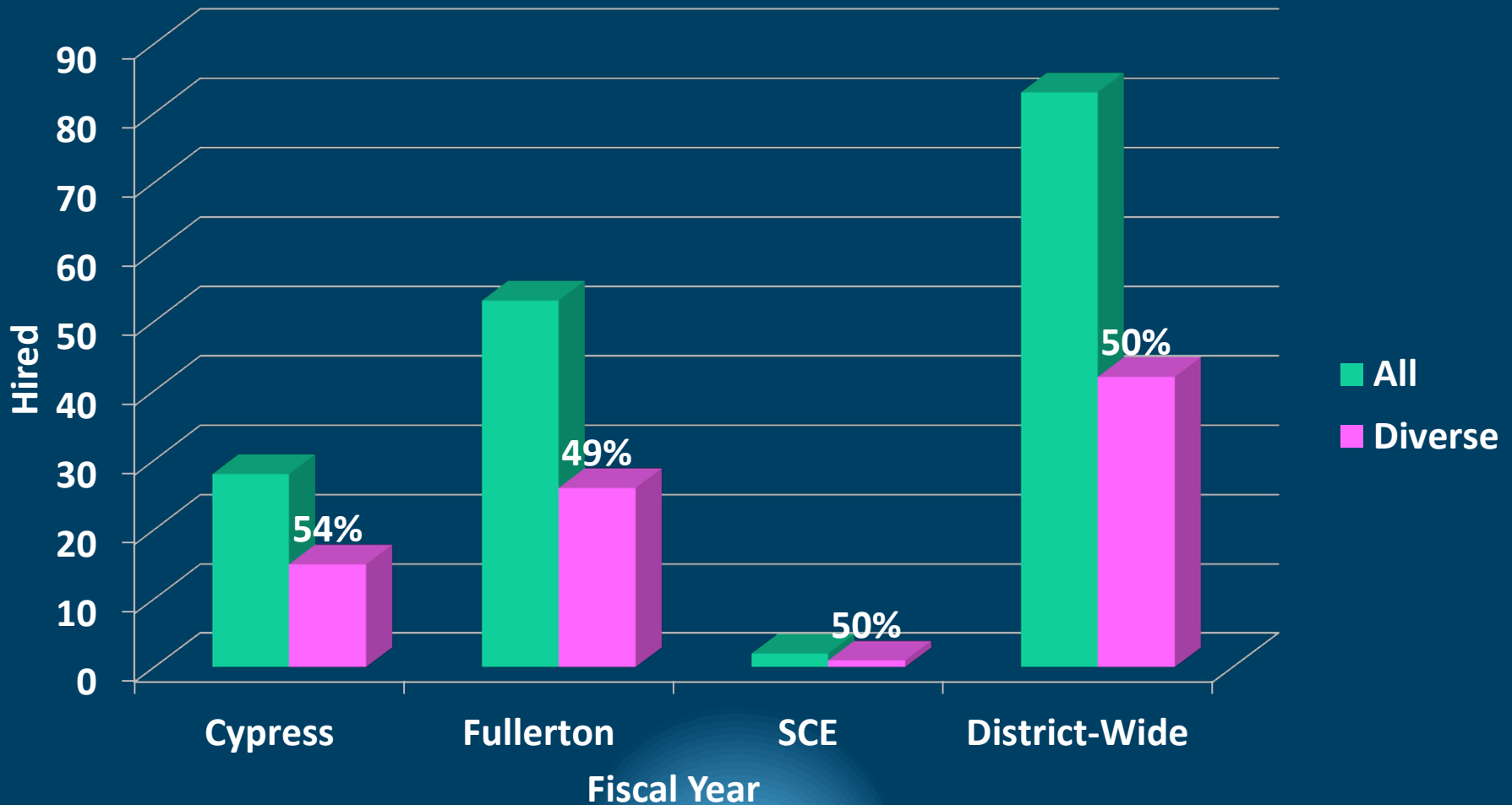
1. North Orange County CCD vs. CCC System vs. Orange County CCDs Demographics
2. Recruitment Efforts
3. Applicant Data
4. Employee Demographics
5. Institutional Commitment to Diversity

# Full-Time Faculty-Applicants 2016-2017



\* There were 1873 applicants that did not report

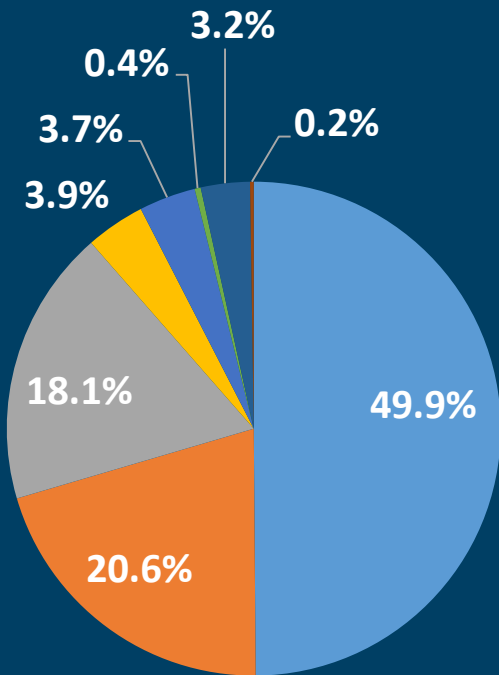
# Full-Time Faculty-Hired 2016-2017



# NOCCCD Student vs. NOCCCD Employee

## Fall 2015

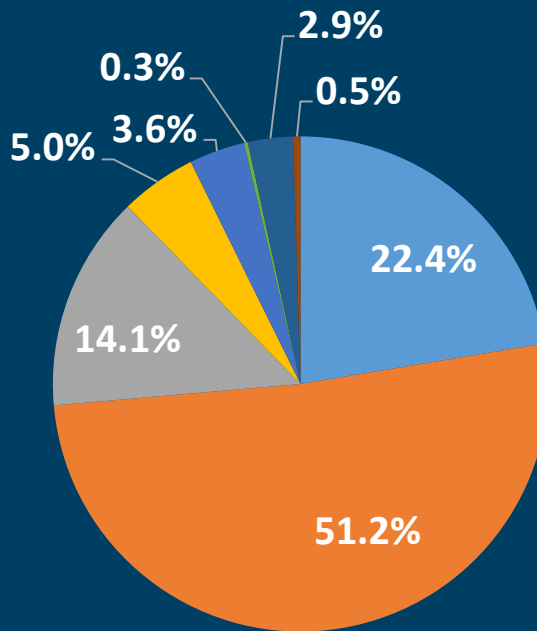
### Student



**76% Diverse**

- Hispanic
- White
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Race
- Native American

### Employee



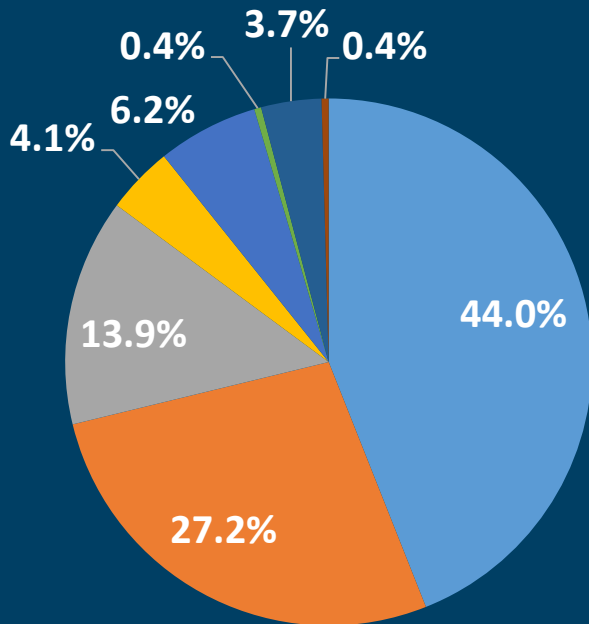
**44% Diverse**

- Hispanic
- White
- Asian
- Unknown
- Black
- Hawaiian/Pacific Isl
- Multi-Race
- Native American

# CCC Student vs. CCC Employee

Fall 2015

## Student



69% Diverse

Hispanic

White

Asian

Unknown

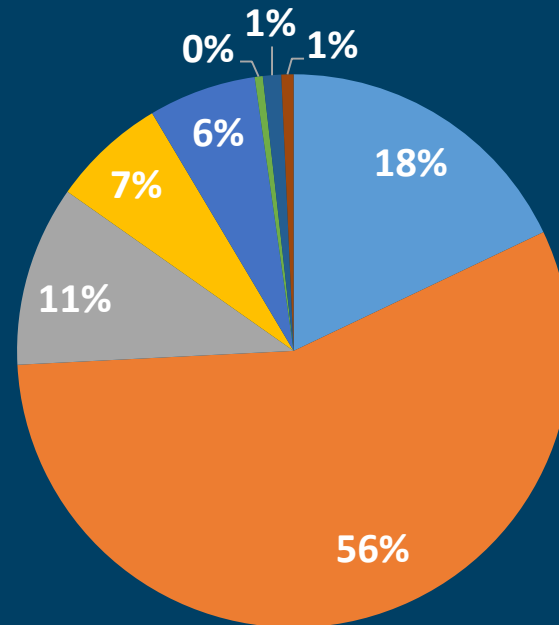
Black

Hawaiian/Pacific Islander

Multi-Ethnicity

Native American

## Employee



37% Diverse

Hispanic

White Non-Hispanic

Asian

Unknown

Black

Hawaiian/Pacific Islander

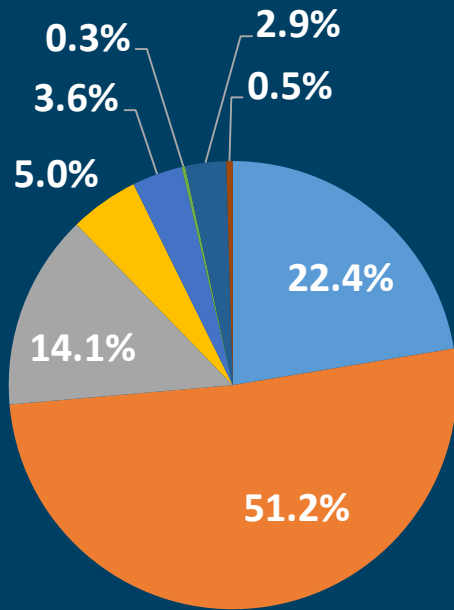
Multi-Ethnicity

Native American

# NOCCCD Employee vs. CCC Employee

## Fall 2015

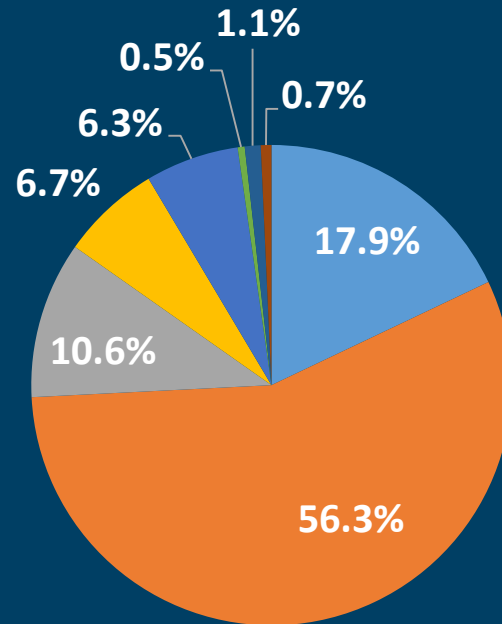
### NOCCCD



**44% Diverse**

- Hispanic
- White
- Asian
- Unknown
- Black
- Hawaiian/Pacific Isl
- Multi-Race
- Native American

### Statewide



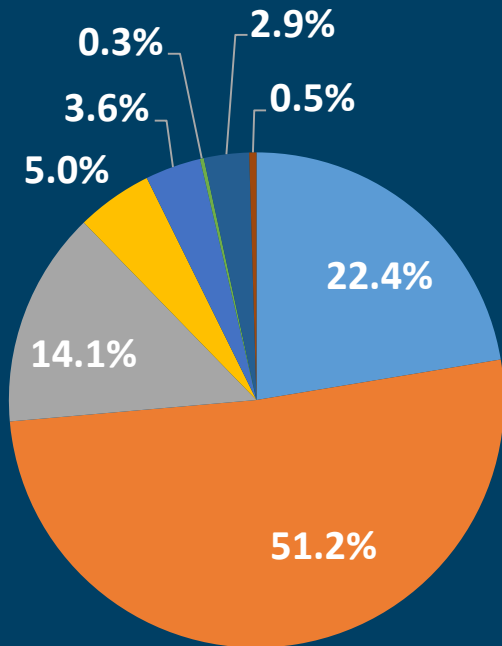
**37% Diverse**

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

# NOCCCD Employee vs. Local CC Employee

## Fall 2015

### NOCCCD



**44% Diverse**

Hispanic

White

Asian

Unknown

Black

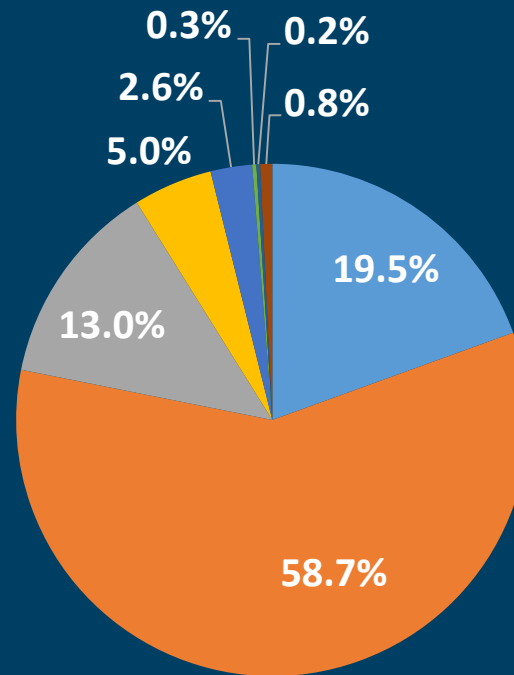
Hawaiian/Pacific Isl

Multi-Race

Native American

### Local CC Districts

Rancho Santiago CCD, Coast CCD, SOCCCD



**36% Diverse**

Hispanic

White Non-Hispanic

Asian

Unknown

Black

Hawaiian/Pacific Islander

Multi-Ethnicity

Native American



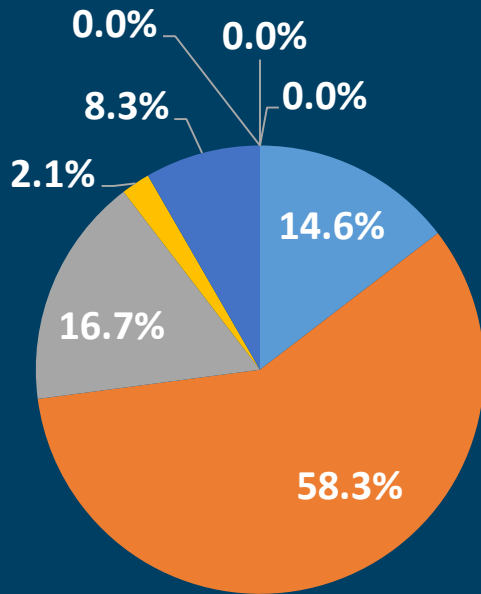
# NOCCCD Employee vs. Local CC Districts

## Management

Fall 2015

### NOCCCD

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

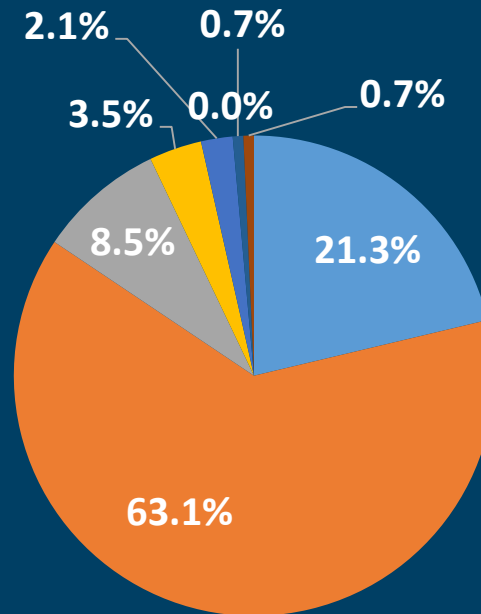


40% Diverse

### Local CC Districts

Rancho Santiago CCD, Coast CCD, SOCCCD

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American



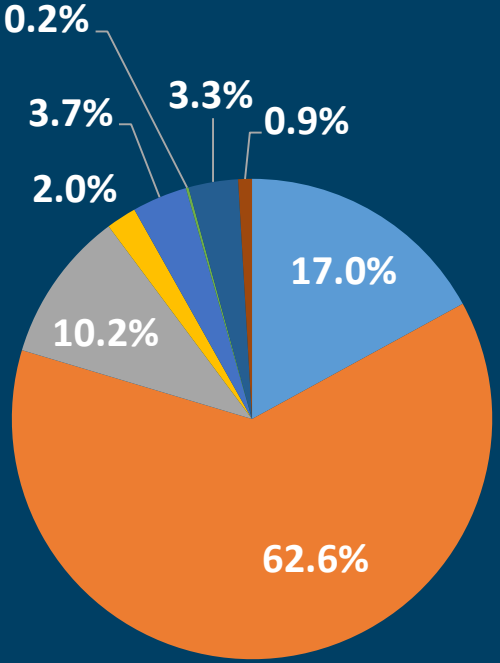
33% Diverse

# NOCCCD Employee vs. Local CC Districts

## Faculty

Fall 2015

### NOCCCD

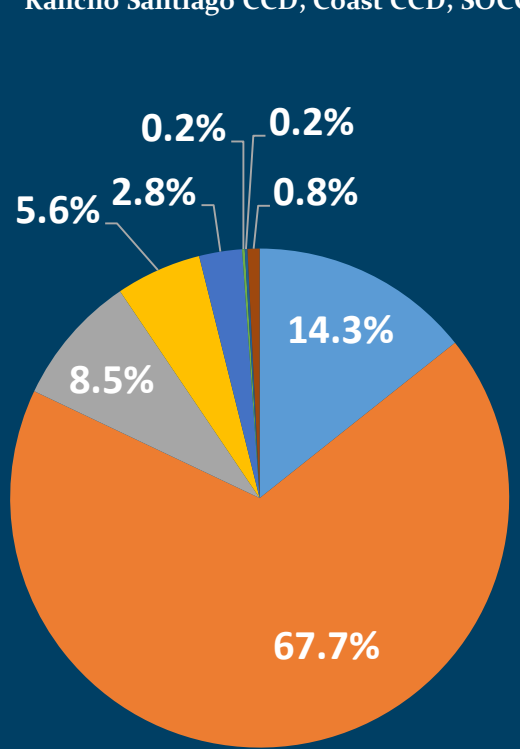


36% Diverse

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

### Local CC Districts

Rancho Santiago CCD, Coast CCD, SOCCCD



27% Diverse

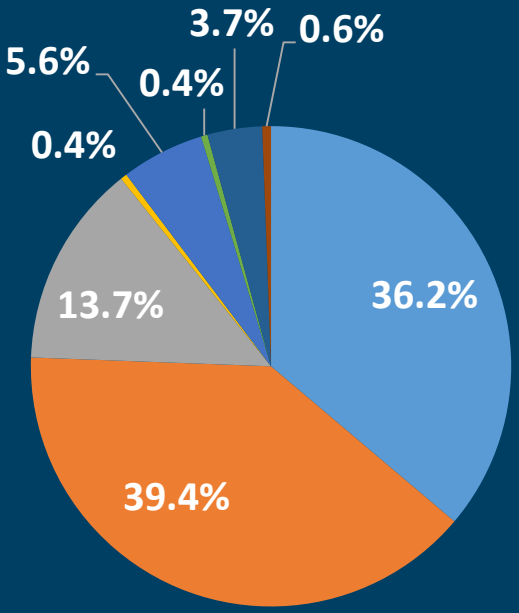
- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

# NOCCCD Employee vs. Local CC Districts

## Classified

### Fall 2015

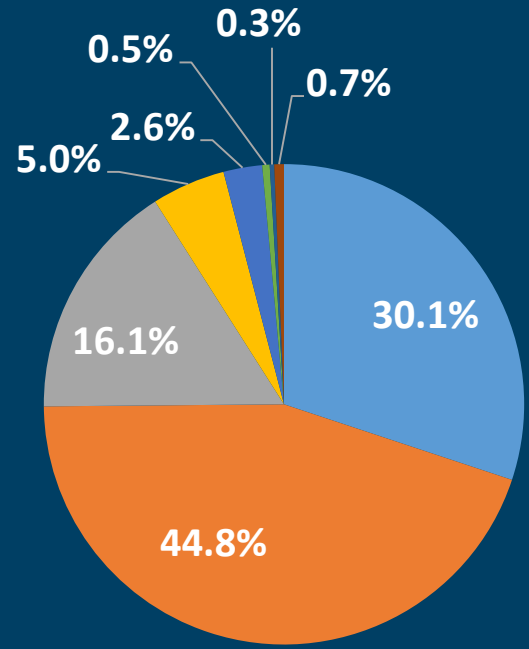
#### NOCCCD



**60% Diverse**

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

#### Local CC Districts



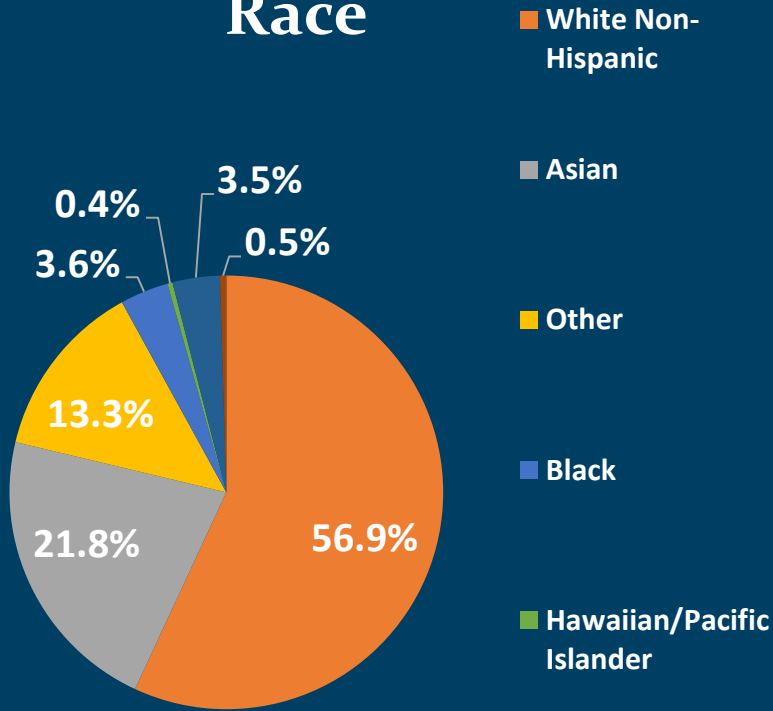
**50% Diverse**

- Hispanic
- White Non-Hispanic
- Asian
- Unknown
- Black
- Hawaiian/Pacific Islander
- Multi-Ethnicity
- Native American

# NOCCCD Service Area Demographics

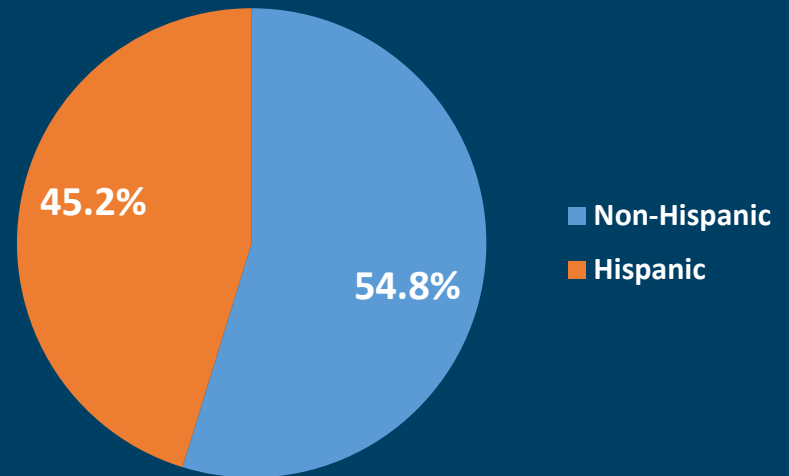
## Fall 2015

### Race



**43% Diverse**

### Ethnicity



**45% Hispanic**

# Recruitment Efforts

ACCCA

CalJobs.ca.gov

CASBO

CCCRegistry.org

Chronicle of Higher  
Education

CommunityCollegeJobs.com

DisabledPerson.com

DiverseEducation.com

EdJoin.com

El Mundo Latino

HigherEdJobs.com

IMDiversity.com

Indeed.com

InsideHigherEd.com

Los Angeles Register

Monster.com

NOCCCD Website

OC Register

The Press Enterprise  
(Riverside)

Simplyhired.com

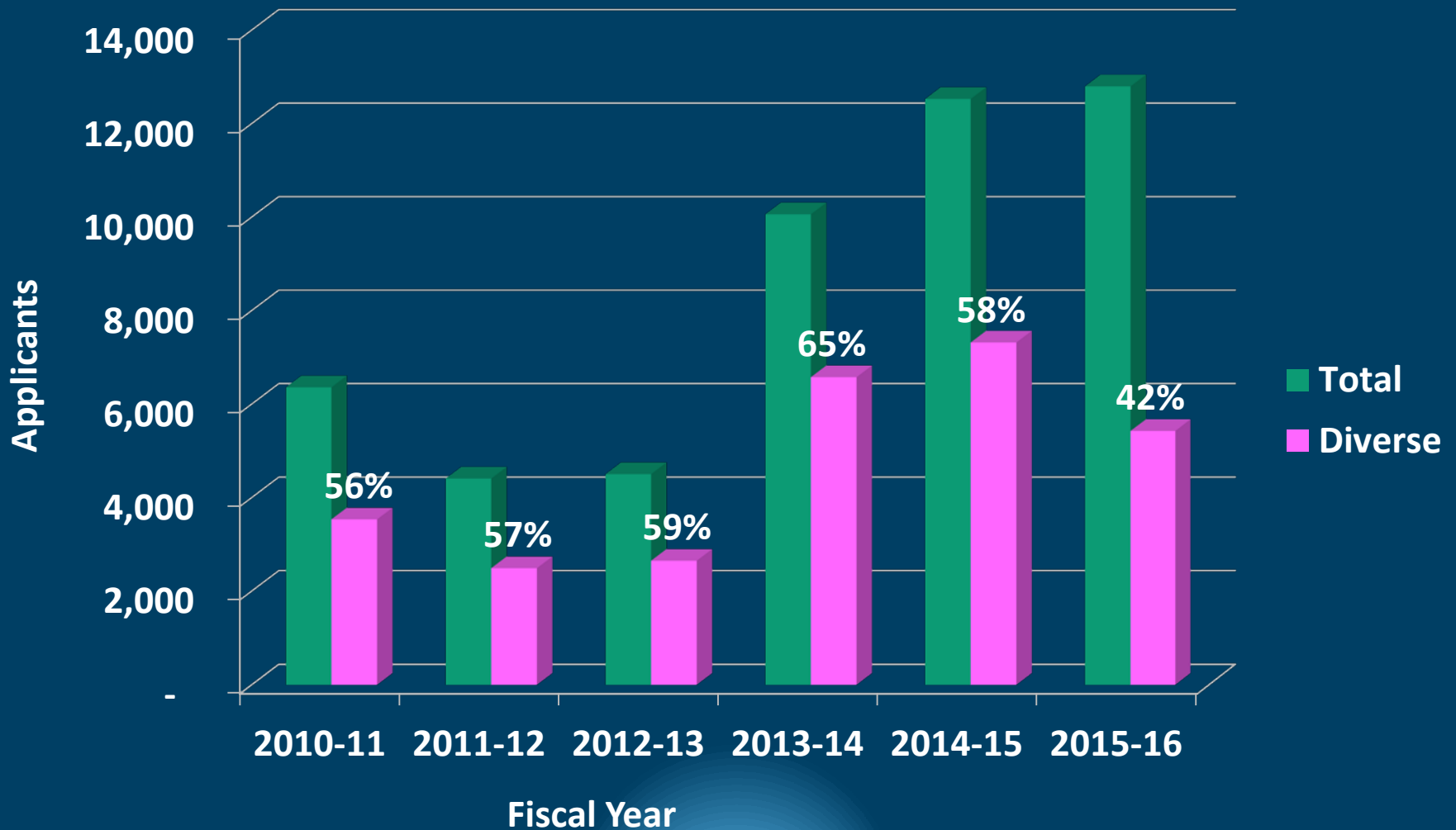
The Progressive Woman

The Veteran Journal

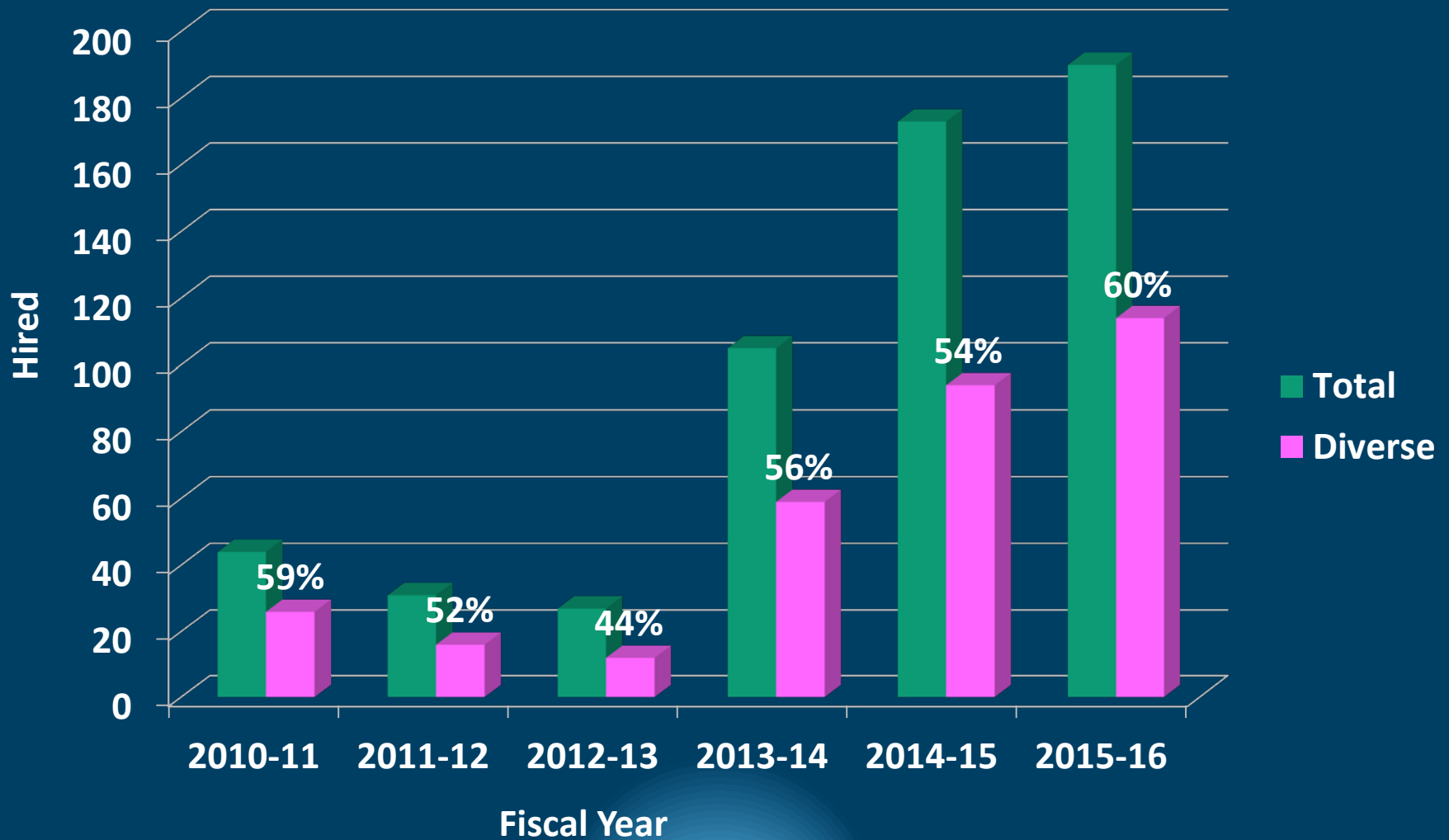
TribalCollegeJournal.com

➤ Sample list – does not represent all recruitment efforts

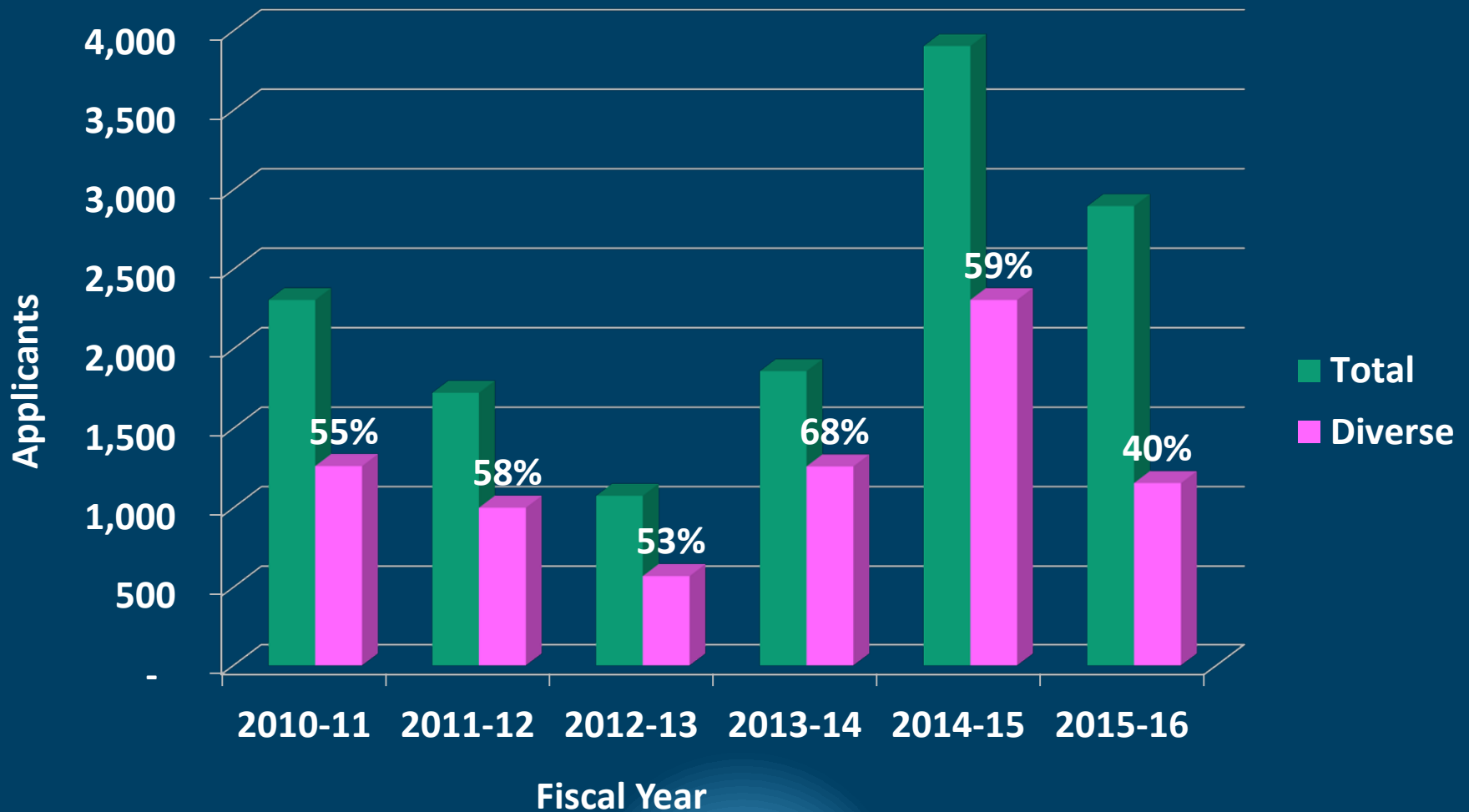
# District-Wide - All Applicants



# District-Wide - Hired

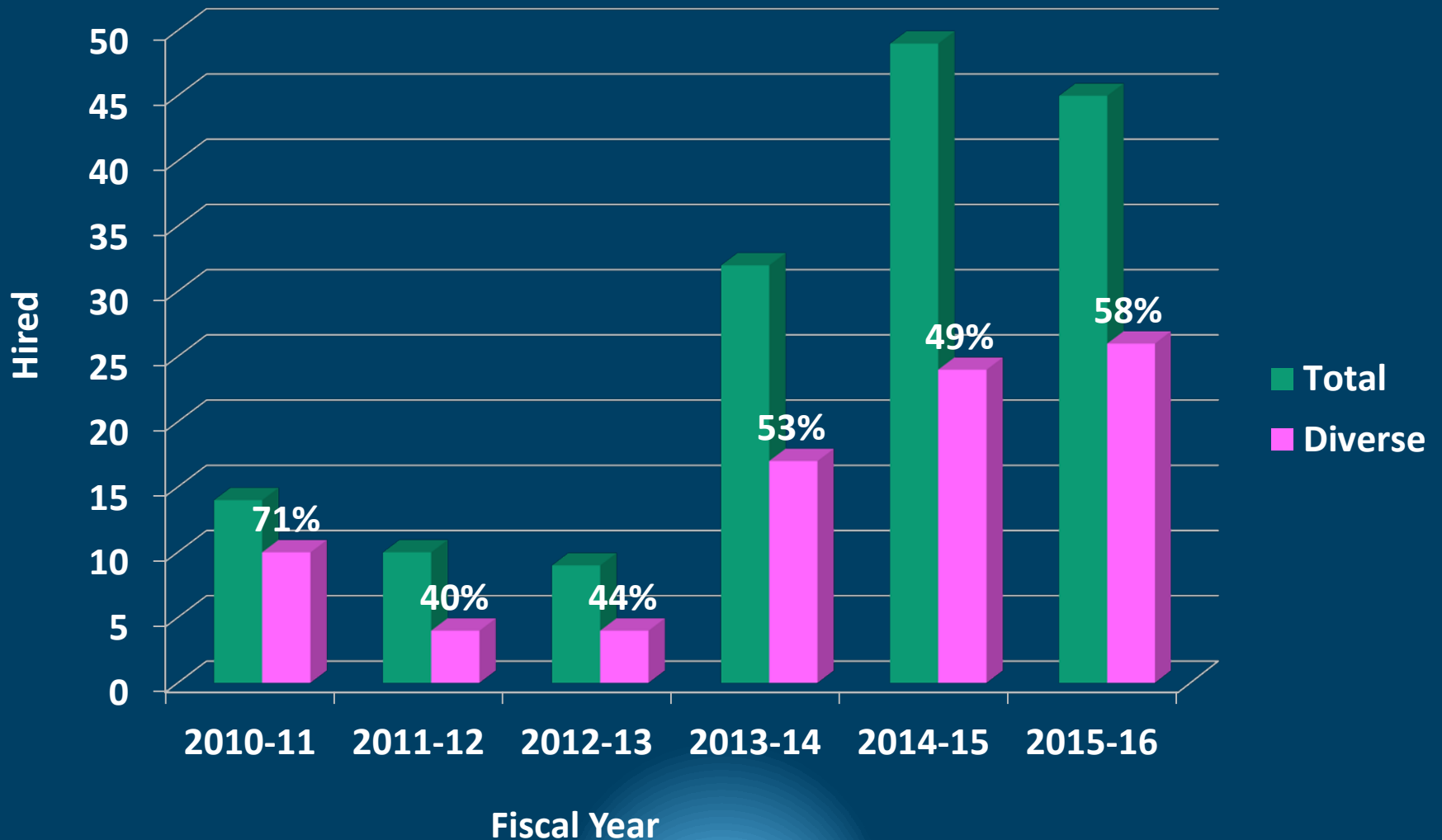


# Cypress College - All Applicants

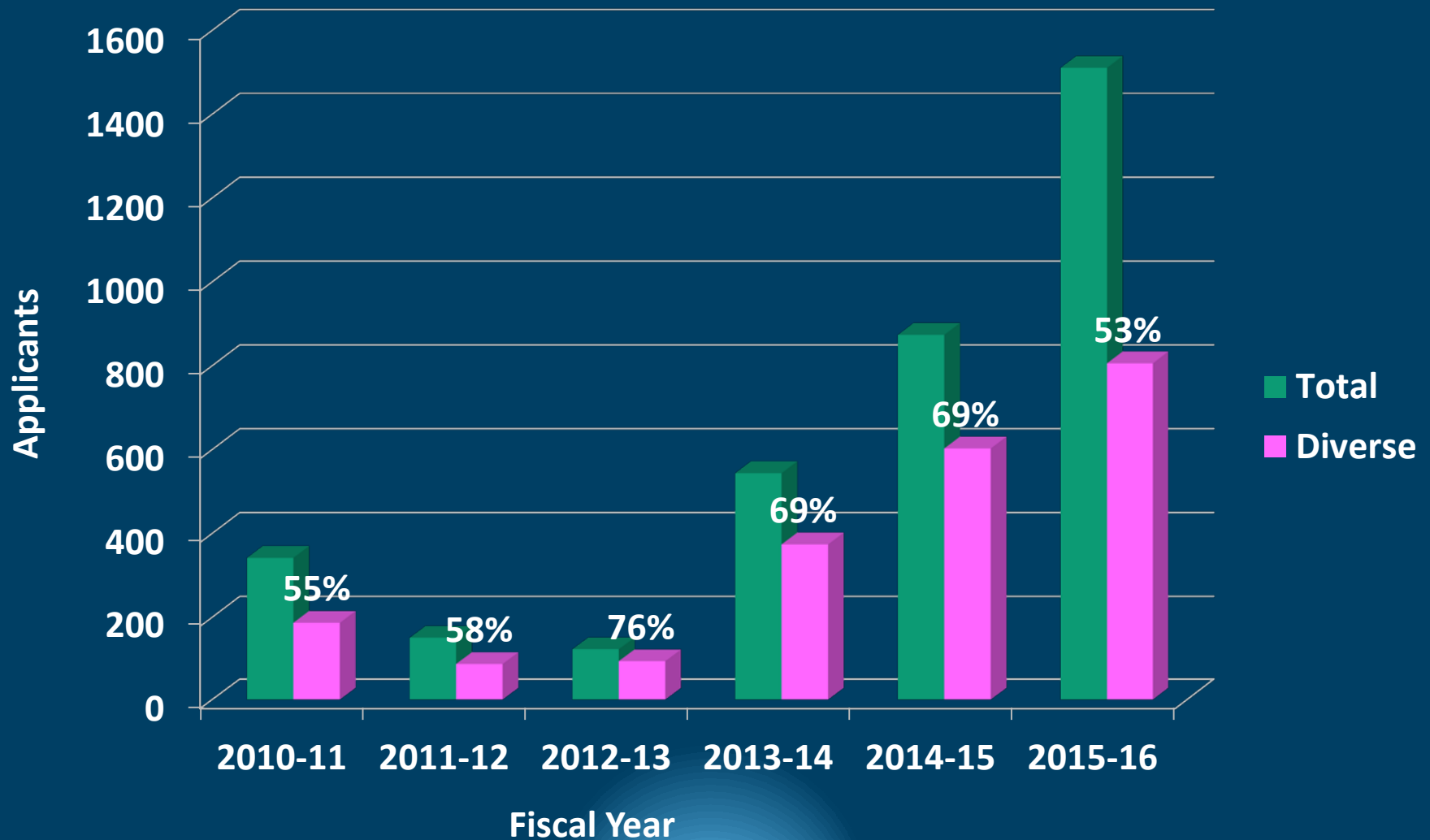




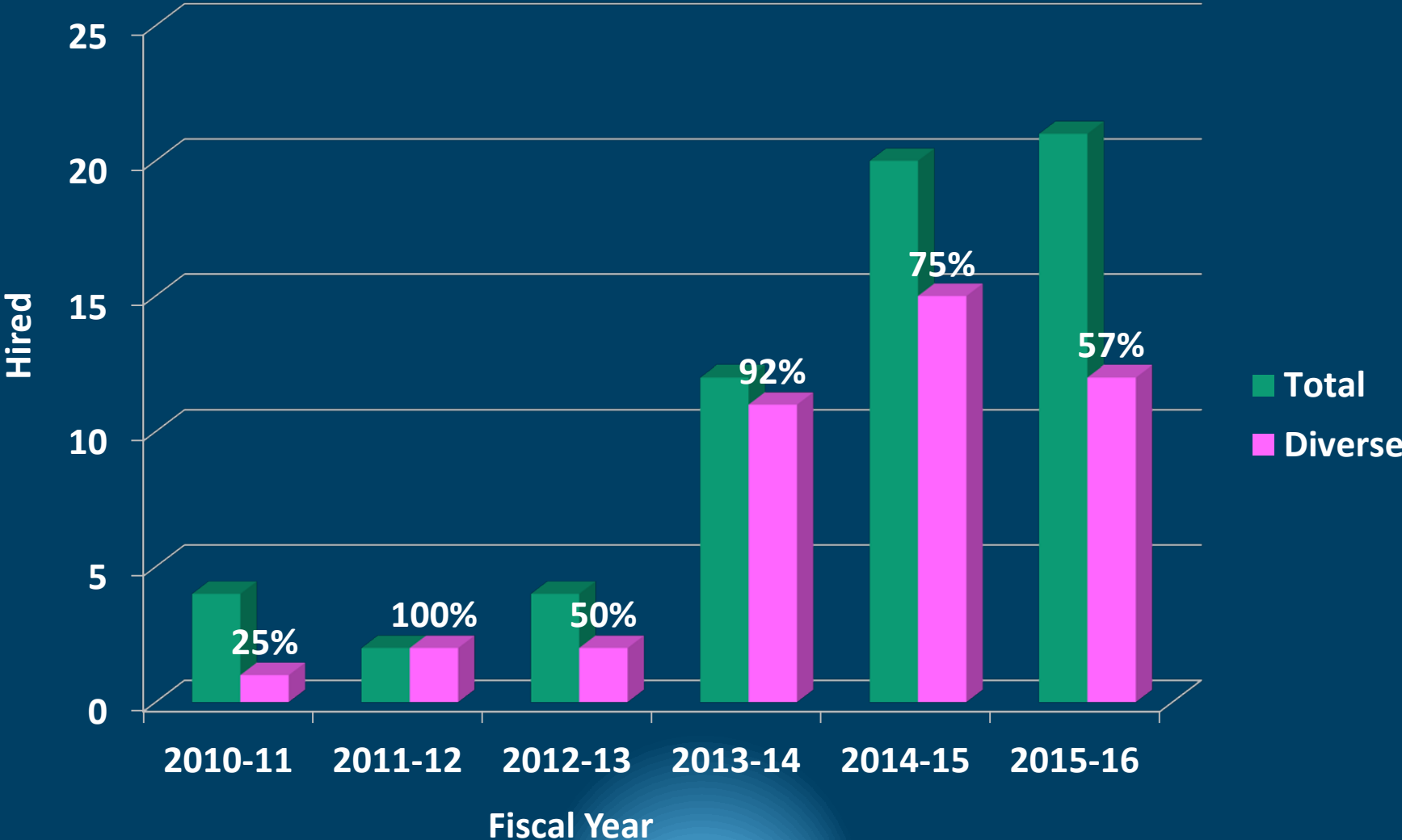
# Cypress College - Hired



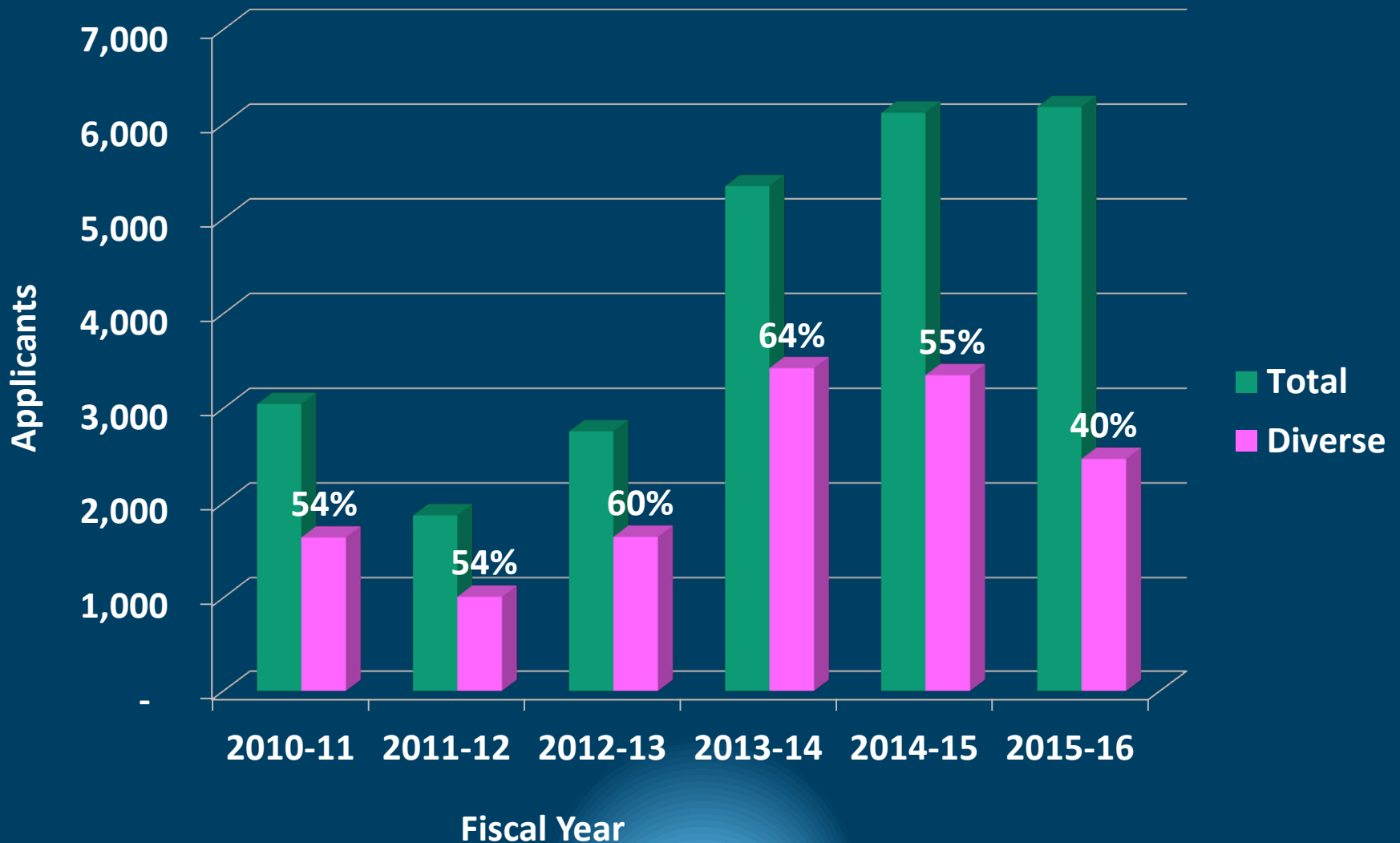
# District Services - All Applicants



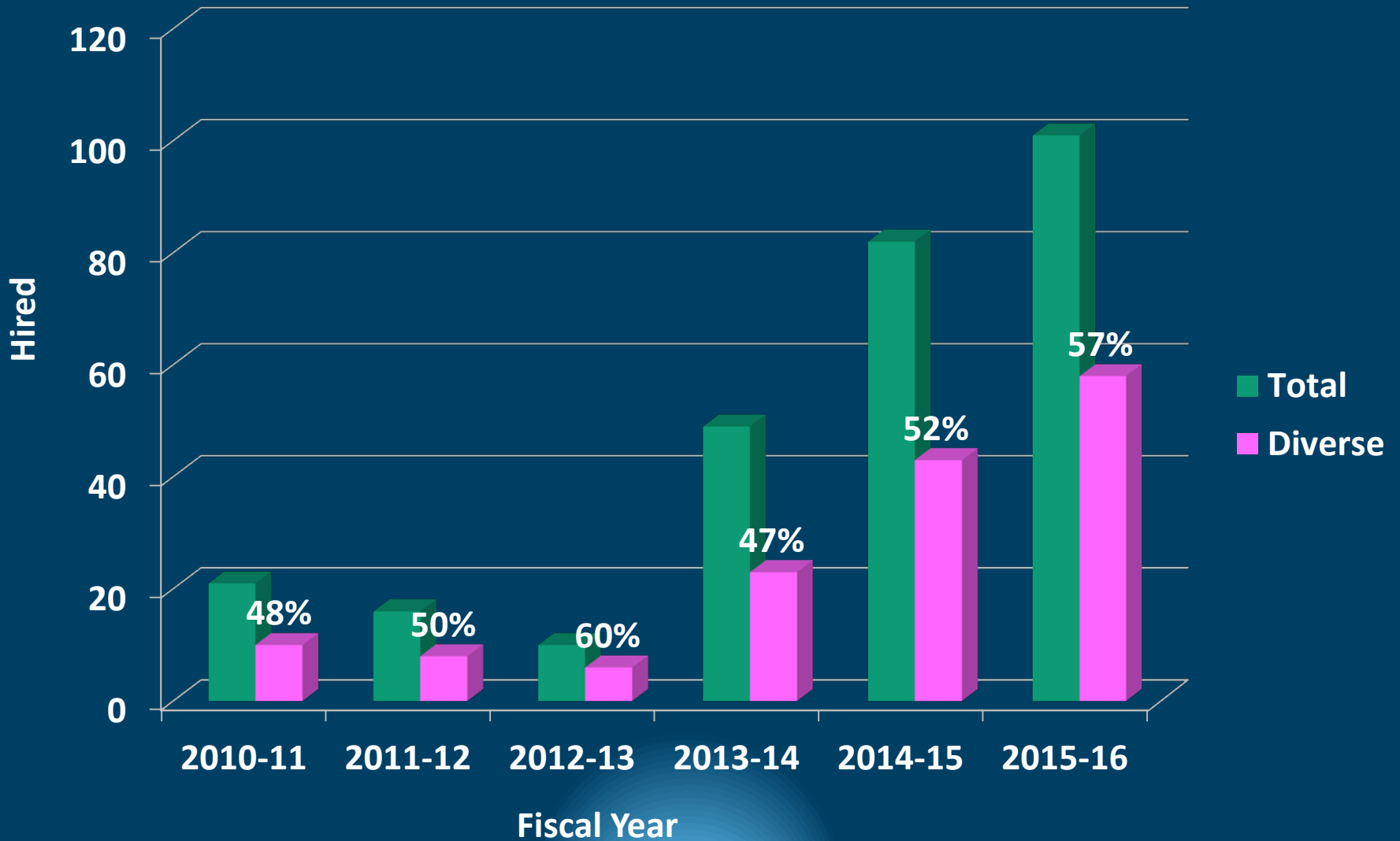
# District Services - Hired



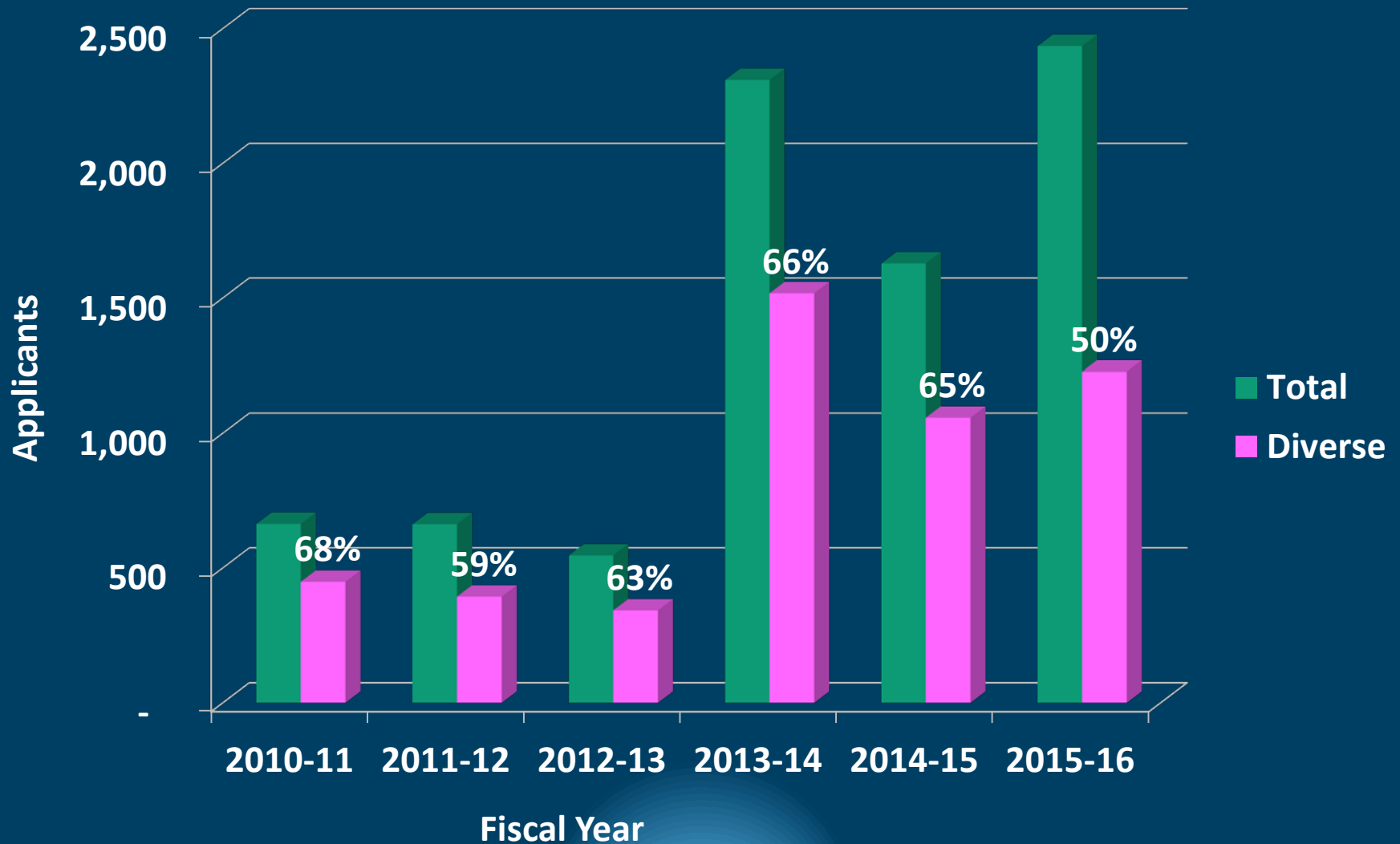
# Fullerton College - All Applicants



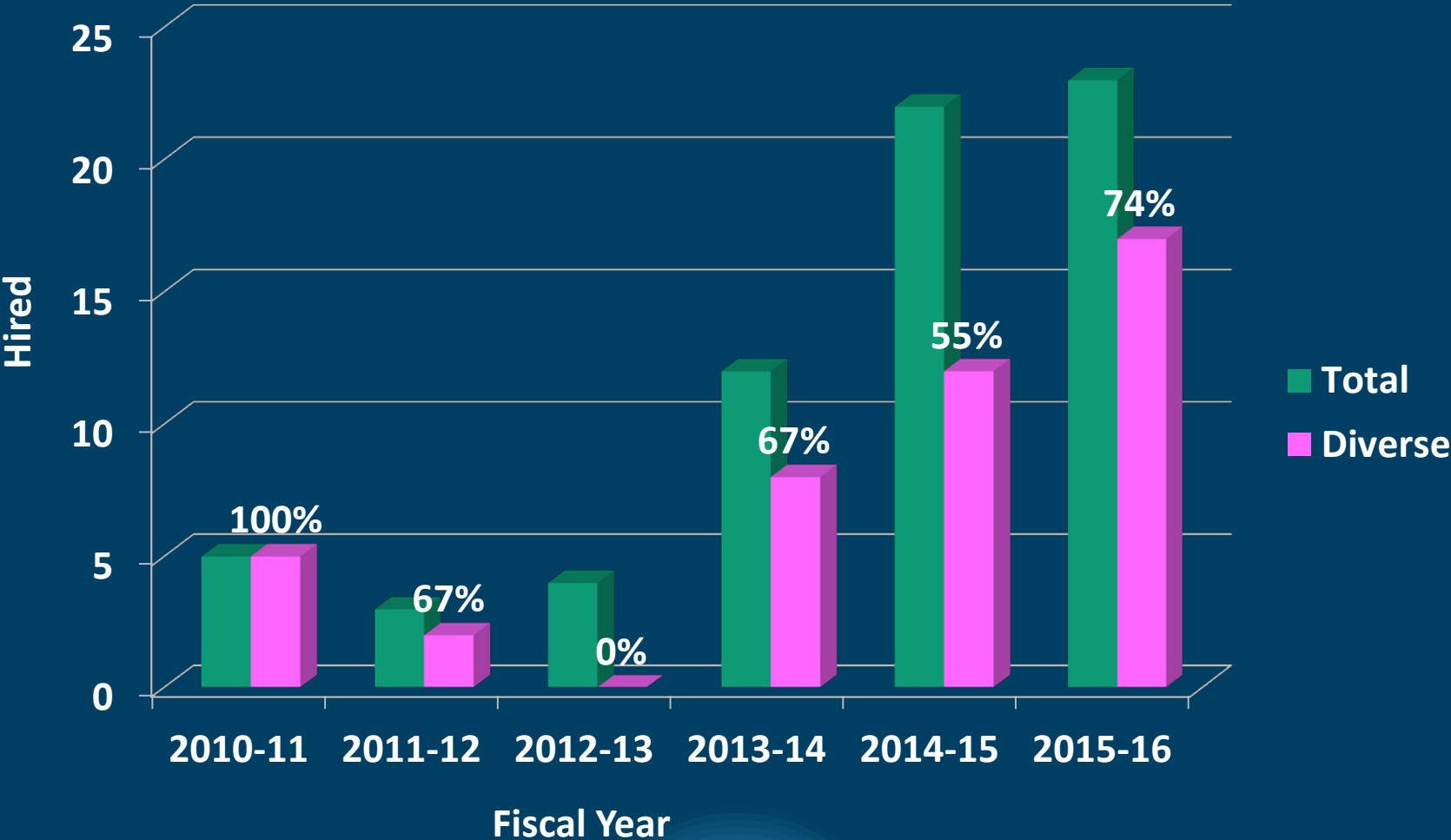
# Fullerton College - Hired



# School of Continuing Education - All Applicants



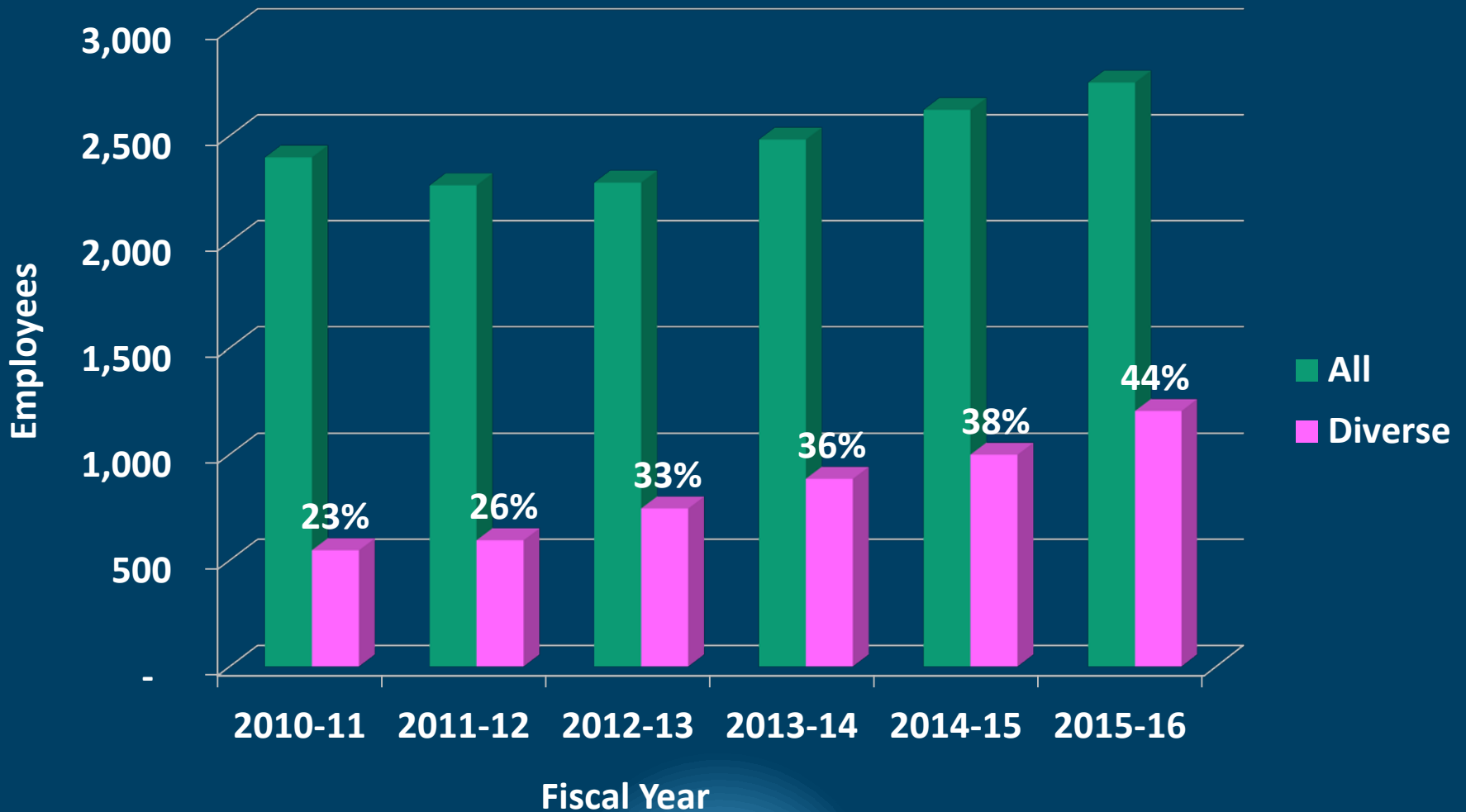
# School of Continuing Education - Hired



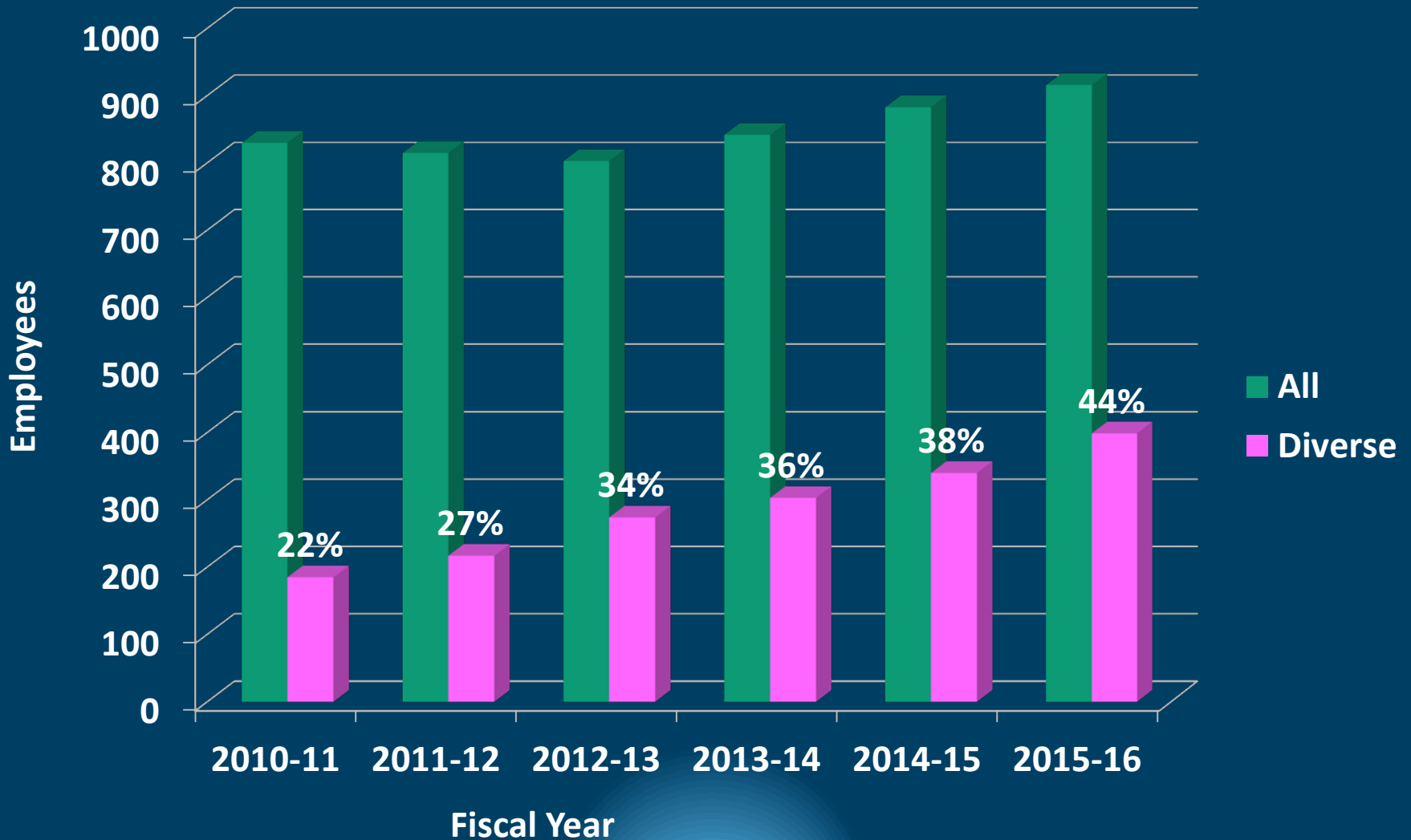
# Employee Demographics



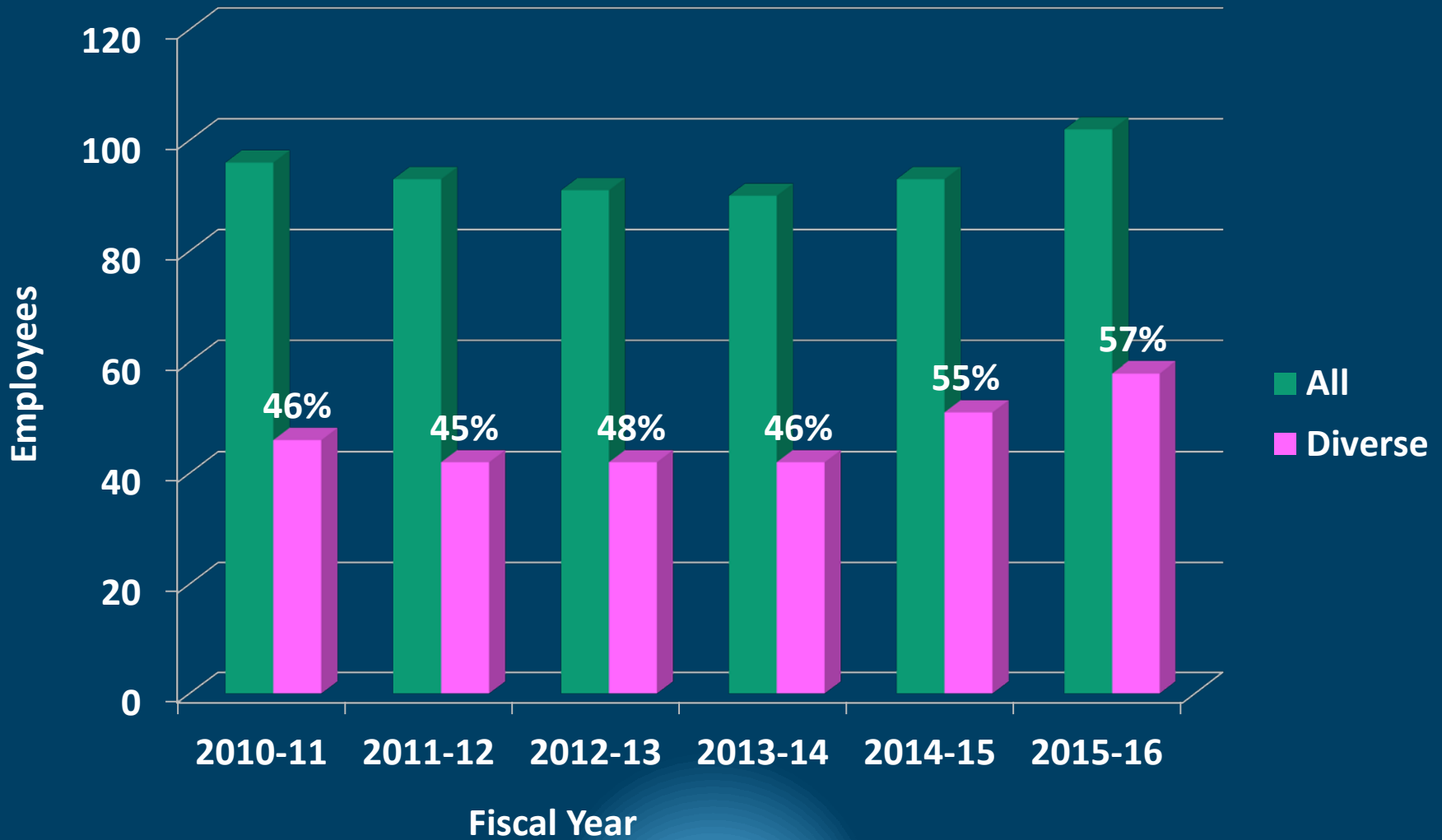
# District-Wide - Employees



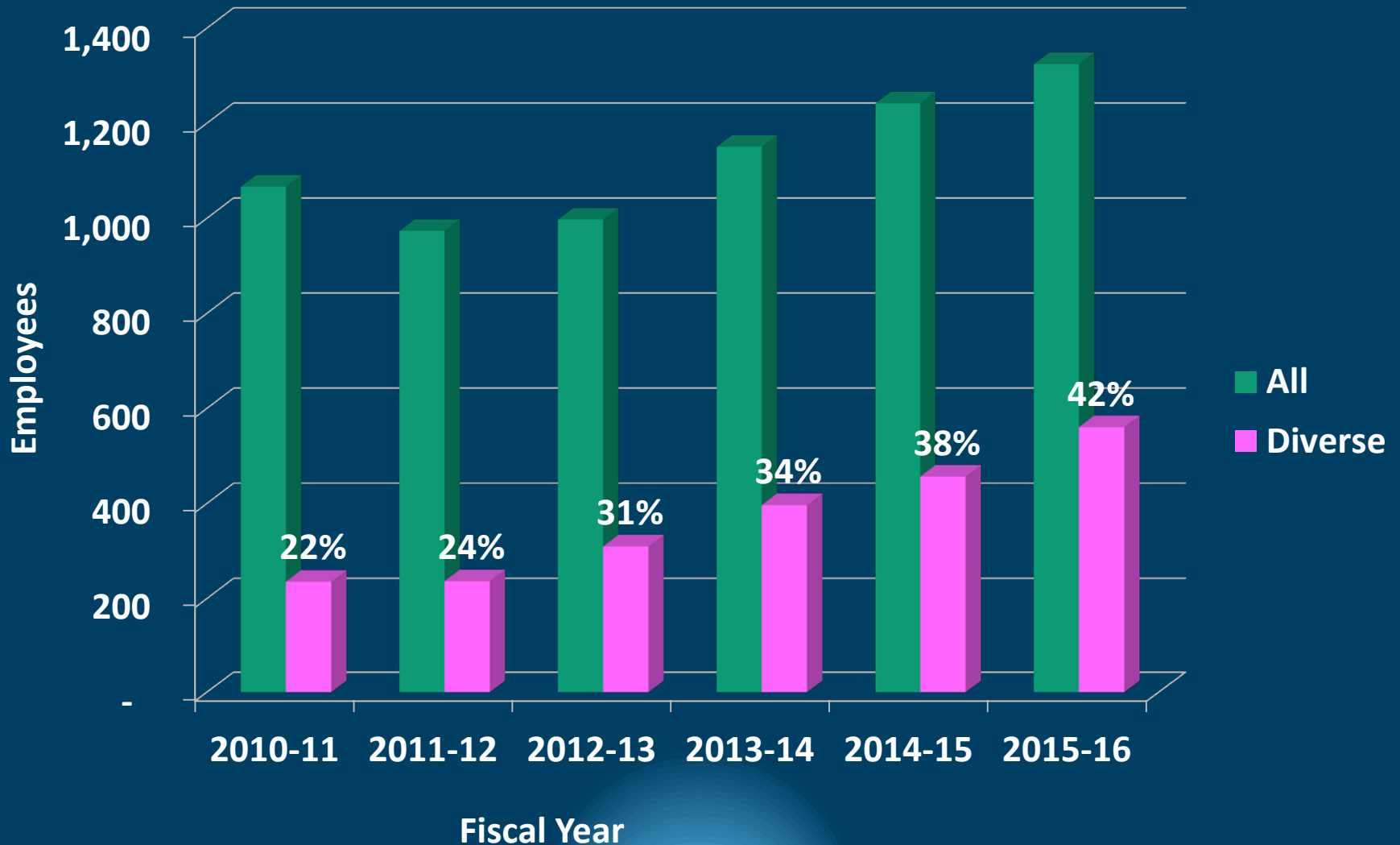
# Cypress College - Employees



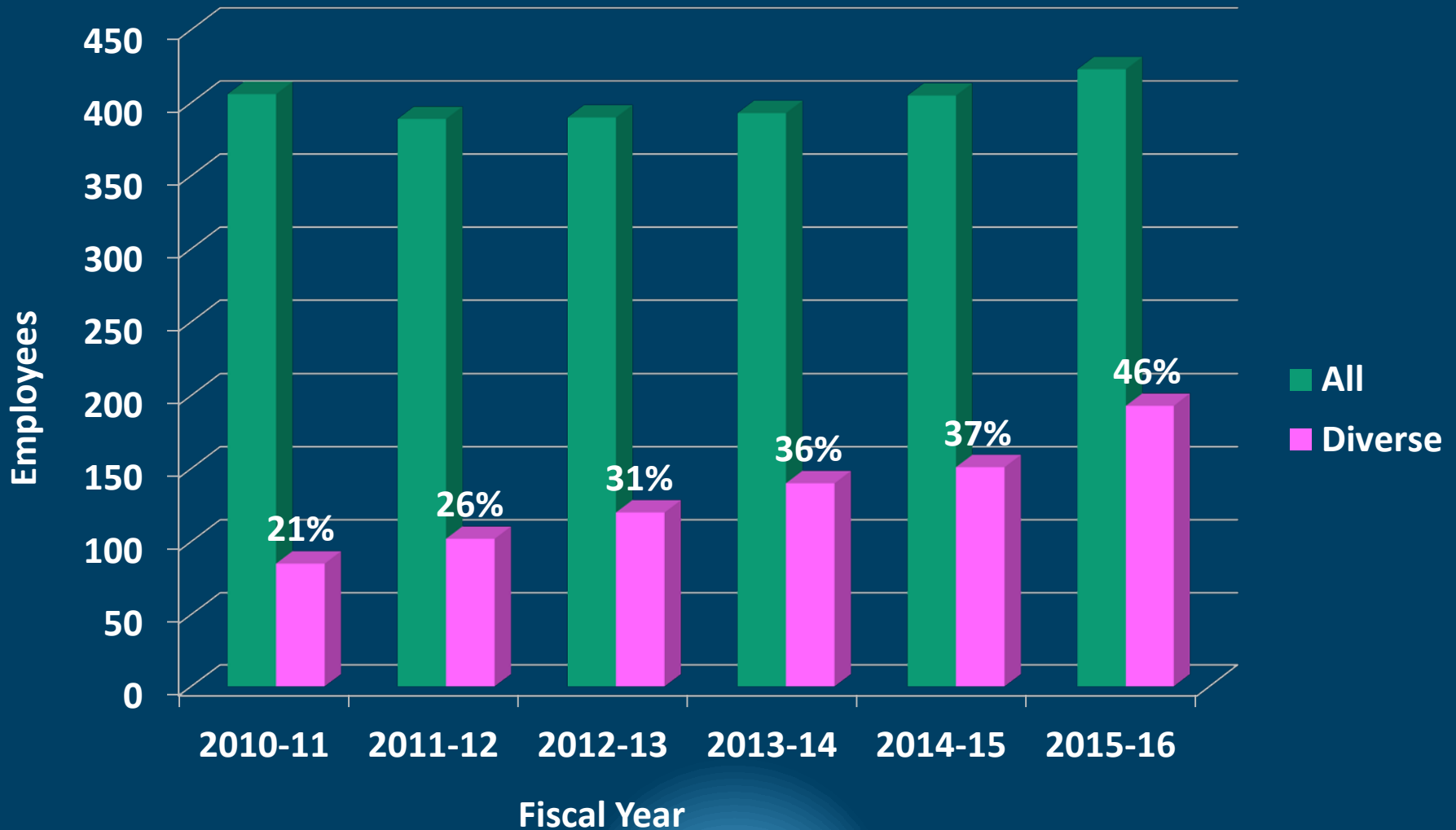
# District Services - Employees



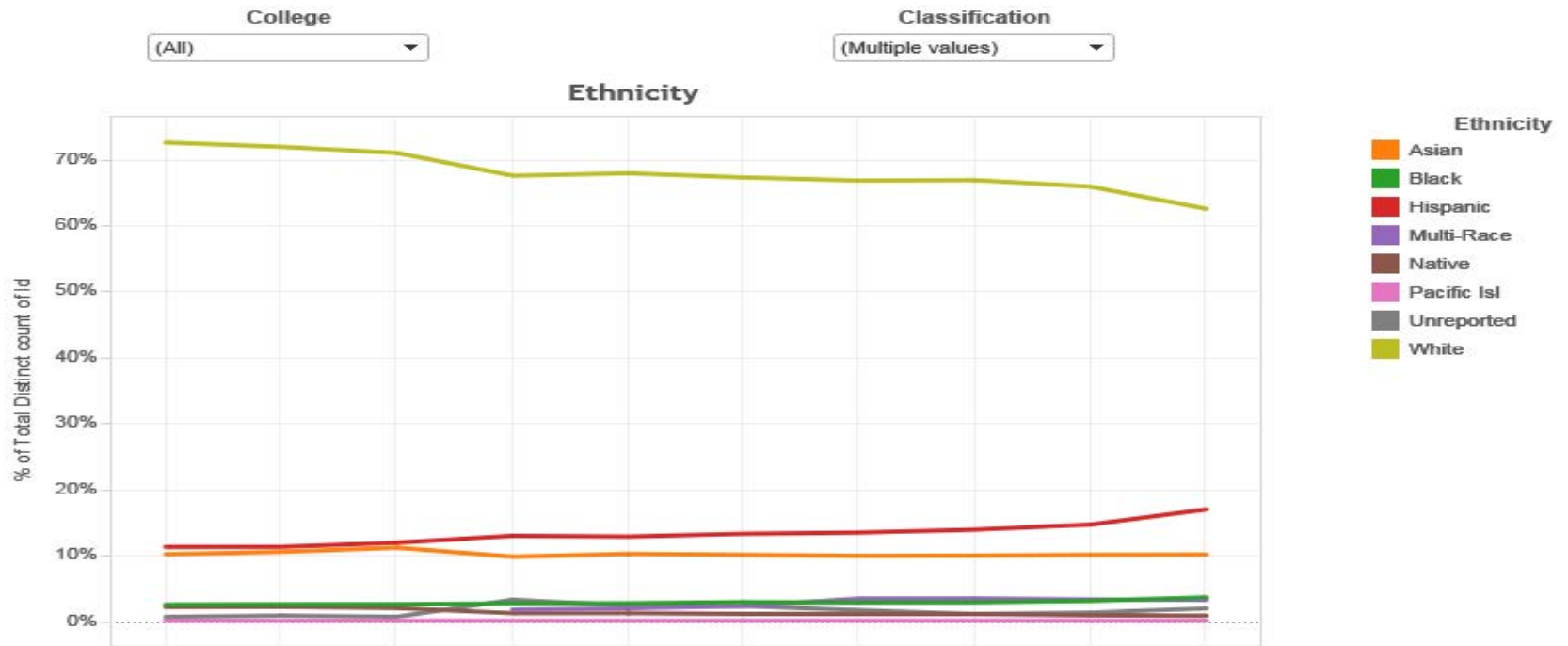
# Fullerton College - Employees



# School of Continuing Education - Employees



# District-Wide Tenure Track Faculty



	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Asian	10.2%	10.6%	11.2%	9.9%	10.3%	10.2%	10.0%	10.0%	10.2%	10.2%
Black	2.6%	2.7%	2.7%	2.8%	2.8%	3.0%	2.9%	3.0%	3.2%	3.7%
Hispanic	11.4%	11.4%	12.0%	13.0%	12.9%	13.3%	13.5%	14.0%	14.7%	17.0%
Multi-Race				1.9%	2.1%	2.4%	3.5%	3.5%	3.4%	3.3%
Native	2.2%	2.3%	2.1%	1.3%	1.3%	1.2%	1.2%	1.2%	1.0%	0.9%
Pacific Isl	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Unreported	0.7%	0.9%	0.8%	3.4%	2.4%	2.4%	1.8%	1.2%	1.4%	2.0%
White	72.6%	72.0%	71.0%	67.6%	68.0%	67.3%	66.9%	66.9%	65.9%	62.6%
	537	528	525	537	534	502	510	508	502	540



# Developing and Maintaining Institutional Commitment to Diversity

- 2016 – 2019 EEO Plan Adoption
- CCCO EEO Funds Granted (\$60,000)
- EEO Plan Implementation
- Chancellor's Goal for 2016/17 - *Diversity*
- AB 1825 Harassment and Discrimination Training
- EEO Representative Committee Training
- Elimination of bias and demographic data included in EEO Selection Committee Training
- District-wide EEO Committee Training
- "Hire Me" Workshops – January and February 2017
- Job Fairs - NOCCCD First Annual Job Fair January 21, 2017



# Developing and Maintaining Institutional Commitment to Diversity

- BP 7100 – Commitment to Equal Employment Opportunity and Diversity (revisions in process)
- PeopleAdmin implemented July 2015
- Professional Development and leadership opportunities
- 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
- “Commitment to Diversity” to Minimum Qualifications required for all job positions
- District’s Commitment to Diversity statement included on all job postings
- Timely and thorough investigations of complaints

# Cypress College

## 2015-16 Campus Diversity Activities

### SEPTEMBER-Hispanic Heritage Month

Multicultural Storytelling;  
Kinderaminata

### OCTOBER- Disabilities Awareness Month

DSS Workshop "Supporting Students with Disabilities"; DSS Open House ; Día de los Muertos "Day of the Dead"

### MARCH- Women's Recognition Month

Speaker on Immigration: Root Causes & Compassionate Responses

### NOVEMBER- Native American Heritage Month

STEM Speaker, Jesse Calvillo; International Education Week (IEW) Celebration

### APRIL-Gay, Lesbian, Bisexual, and

### Transgender Awareness Month

### Sexual Assault Awareness Month

World Fest

### DECEMBER- Kwanzaa Awareness

Celebrating Kwanza through the Arts; AIDS Awareness

### MAY- Asian Pacific Islander Heritage Month

Muslim Awareness;

Holocaust Day of Remembrance; Pond Open Arms:

Noche de Arte ;

Dance performance with Benjamin Obido Ayettey

### FEBRUARY Black History Month

Speakers & Presentations on: Celebrating Those Who Work to End Domestic Violence; Cultural Inclusiveness: Primed for Success; Workforce Diversity-Generational Communication; Black Lives Matter: Community Policing

# Cypress College

## 2016-17 Campus Diversity Activities

### AUGUST

Opening Day Presentation of Diversity & Inclusiveness Award

SEPTEMBER-Hispanic Heritage Month  
Learning Resource Center (LRC) Display

OCTOBER - Disabilities Awareness Month  
LRC Display

NOVEMBER - Native American Heritage  
Month/International Education LRC Displays

DECEMBER - Kwanzaa Awareness/AIDS  
Awareness  
LRC Displays

JANUARY - Japanese & Chinese New Year &  
Vietnamese Tet  
LRC Display; Spring 2016 Opening Day  
Guest Speaker

FEBRUARY - Black History Month  
LRC Display

MARCH - Women's Recognition Month  
LRC Display

APRIL - Gay, Lesbian, Bisexual, and  
Transgender Awareness Month  
LRC Display  
Sexual Assault Awareness Month LRC  
Display; World Fest

MAY - Asian Pacific Islander Heritage Month  
LRC Display; Religious Diversity Awareness  
LRC Display Holocaust Day of Remembrance  
(Yom HaShoah)

### Additional Initiatives and Activities

\$10,000 funding initiative for diversity and inclusion.

# Fullerton College

## 2015-16 Campus Diversity Activities

### Fall 2015

Staff Development – Creating Safe Spaces in the Classroom for LGBTQ+ Students

¡Bienvenidos! –Annual event.

Educational Screening of PBS “Latino Americans” – 6 episodes; 7<sup>th</sup> Annual Latinx Students Forum

Quadchella – AS music festival

Suicide Prevention & Awareness Seminar

LGBT Book Club monthly meetings

Cultural Intelligence Workshops

Welcome Home Veterans on Campus

Training; 5<sup>th</sup> Annual LGBTQ+ Students Forum

Dia De Los Muertos; Social Justice Summit;

Kwanzaa Celebration; World AIDS Day

### Spring 2016

Creating Safe Spaces in the Classroom for LGBTQ+ Students; Freedom Riders (PBS) Documentary

African American History Month

2<sup>nd</sup> Annual African American Forum; Tour of the California African American Museum ; Screening of “The Heart of Whiteness”

Conversation Circle: Living with DisAbility! Screening of “Makers – The Women Who Make America”; AB540 Conference

Tour: Japanese American National Museum

7<sup>th</sup> Annual French Film Festival

Veterans Career & Resource Fair

Sexual Assault Awareness Month events –The Clothesline Project; Walk in Her Shoes

5<sup>th</sup> Annual Asian & Pacific Islander Forum

# Fullerton College

## 2016-17 Campus Diversity Activities

### Fall 2015

¡Bienvenidos! –Annual event;  
Programs at local universities that emphasize  
assistance for Latino/a students

8<sup>th</sup> Annual Latinx Students Forum

Tri-County Women's Empowerment Summit

Quadchella – AS music festival

6<sup>th</sup> Annual LGBTQ+ Forum with keynote  
speaker Dr. Ronni Sanlo

Dia De Los Muertos

Live Wire – Student Open Mic

Social Justice Summit

Kwanzaa Celebration!

World AIDS Day

Adopt-an-Angel Holiday Party

### Spring 2016

Creating Safe Spaces in the Classroom for LGBTQ+  
Students

Training for new and adjunct faculty

Males Achieving Success (MAS) Conference

3<sup>rd</sup> Annual African American Forum

Tour of the California African American Museum

KinderCaminata

Sexual Assault Awareness Month

Seminar: Intimate Partner Violence Prevention with  
Susan Leavy; Forum on Preventing Gun Violence;

Take Back the Night Candlelight Vigil and Self  
Defense Training

WorldFest! – Celebrating People, Culture, & Earth

6<sup>th</sup> Annual Asian & Pacific Islander Forum

UMOJA Program Annual Awards & Recognition

Tour of the Museum of Tolerance

# School of Continuing Education

## 2015-16 Campus Diversity Activities

- - Held a three-part cultural intelligence training series
- - Discussed Universal Design proposal for NOCCCD in Academic Senate and Provost Cabinet
- - Reviewed diversity indicators for SCE faculty, staff and students at Provost Cabinet
- - Included training on unlawful discrimination and Title 9 regulations in departments' adjunct faculty retreats
- - Launched a student leadership program targeting students from underrepresented populations
- - Co-sponsored "Cultural Competence and Equity for All Students" presentation by Dr. Tyron Howard

# School of Continuing Education

## 2016-17 Campus Diversity Activities

- - Reconvene the SCE Diversity Committee at which point the committee will develop the plan for the next year's activities
- - "Embedding Equity in SCE Culture" Conference scheduled for November 4
- - Expand the Student Leadership Program as a way to promote involvement of the students from the under-represented groups
- - In anticipation of new faculty hires, develop strategies on diversifying the pool of applicants and hires
- SCE Harvesting Opportunities and Resource Fair

# Questions

**Thank you!**