

# INSTITUTIONAL COMMITMENT TO DIVERSITY

## SEVEN YEAR REPORT 2010/2011 – 2016/2017

Presented by the Office of Human Resources  
October 10, 2017



NORTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

*Greatness. Achieved.*



Cypress College

*Minds. Motivated.*




Fullerton College

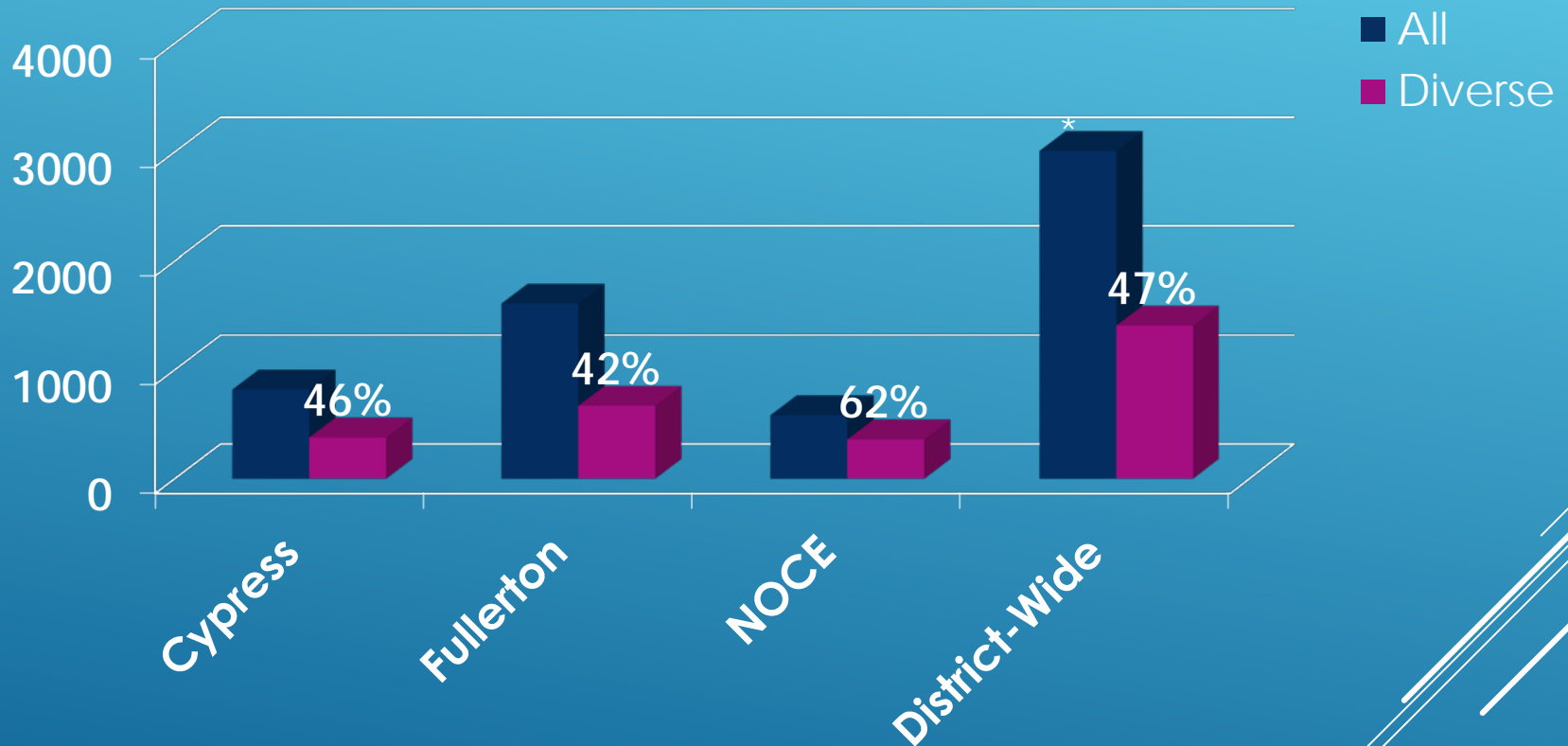
*Excellence. Elevated.*

**NOCE**  
NORTH ORANGE  
CONTINUING EDUCATION

# AGENDA

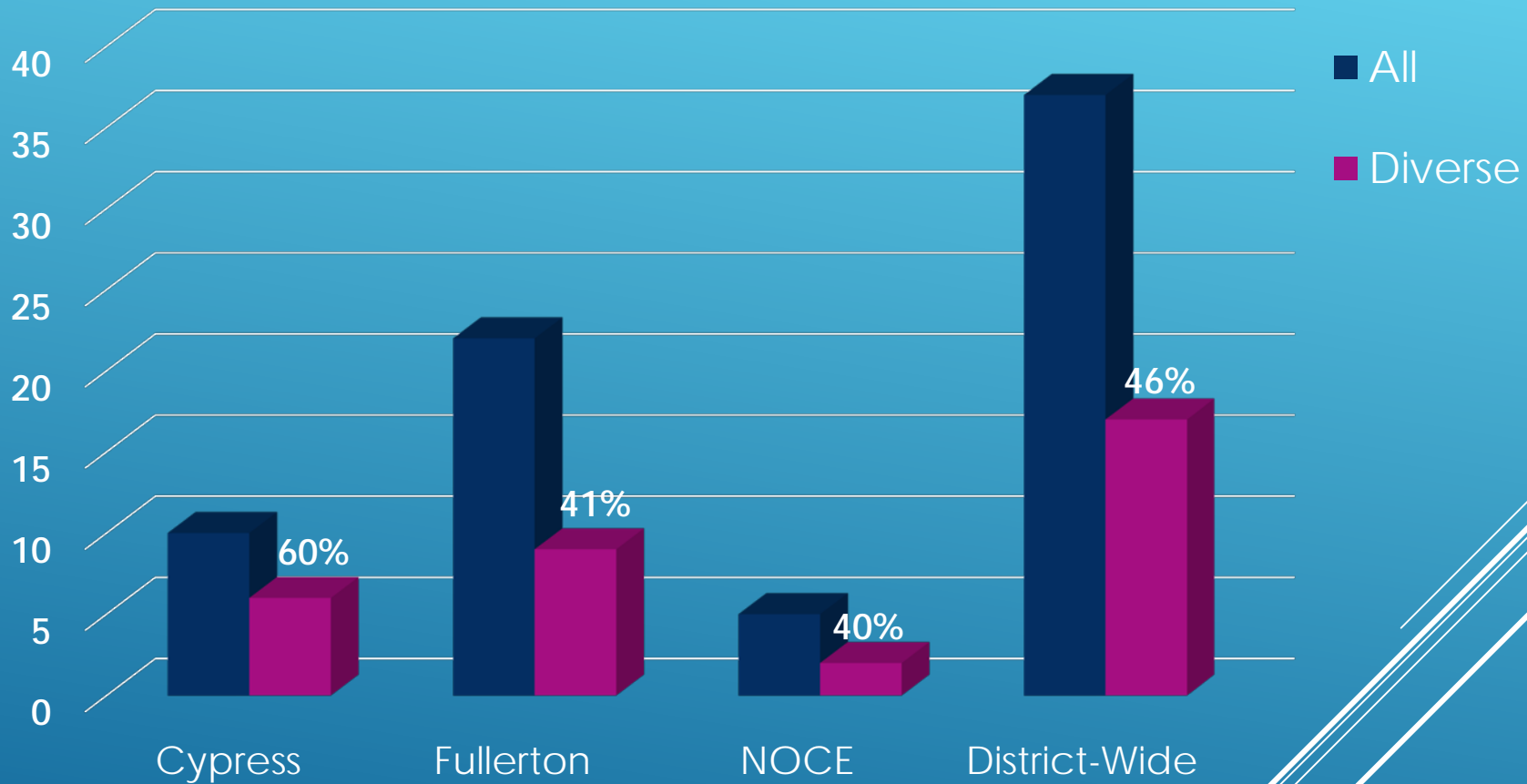
- 2017-18 Full-Time Faculty
  - NOCCCD vs. CCC System
  - NOCCCD vs. Orange County CCDs
  - Recruitment Efforts
  - Applicant Data
  - Employee Demographics
  - Institutional Commitment to Diversity
- 

# FULL-TIME FACULTY-APPLICANTS ACADEMIC YEAR 2017-2018



\* There were 294 applicants that did not report

# FULL-TIME FACULTY- HIRED AY 2017-2018




## Fall 2017

21 of the 37 full-time faculty hired were previously adjunct faculty (57%)

## Fall 2016

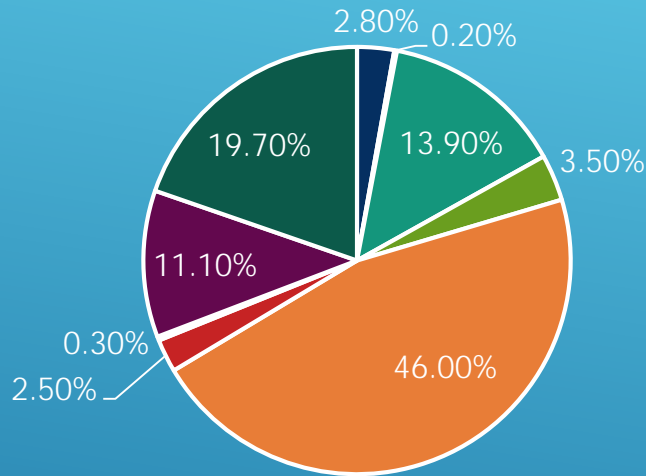
59 of the 85 full-time faculty hired were previously adjunct faculty (69%)



# NOCCCD STUDENTS vs. NOCCCD EMPLOYEES

2016-2017

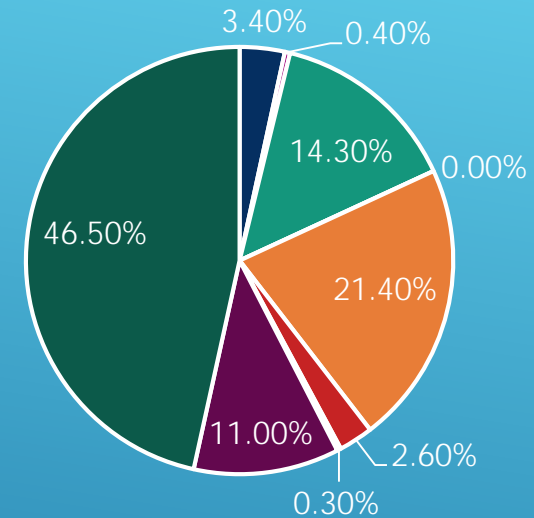
## Student Ethnicity



- African-American
- American Indian/Alaskan Native
- Asian
- Filipino
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**69% Diverse**

## Employee Ethnicity



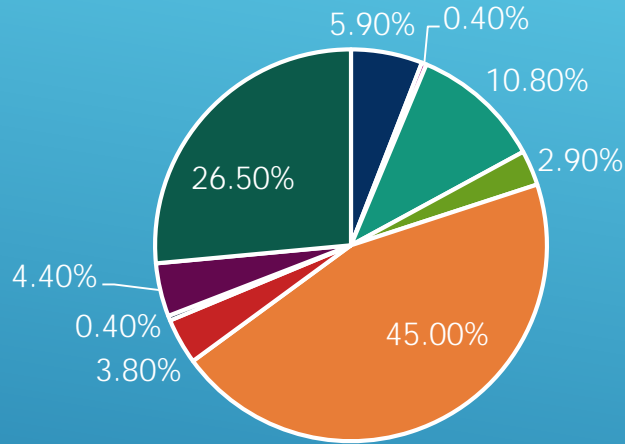
- African-American
- American Indian/Alaskan Native
- Asian
- Filipino
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**42% Diverse**

# CCC STUDENTS vs. CCC EMPLOYEES

2016-2017

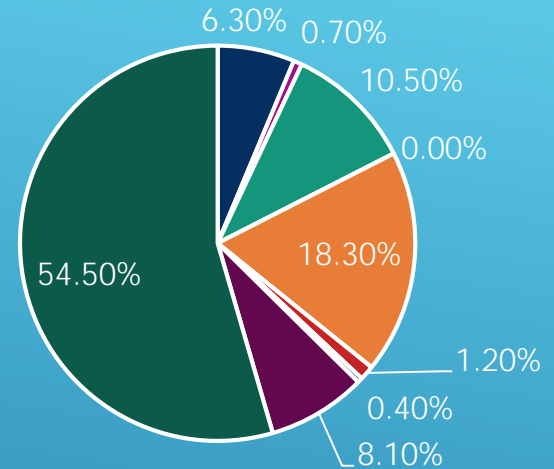
## CCC Student Ethnicity



- African-American
- American Indian/Alaskan Native
- Asian
- Filipino
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**69% Diverse**

## CCC Employee Ethnicity



- African-American
- American Indian/Alaskan Native
- Asian
- Filipino
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

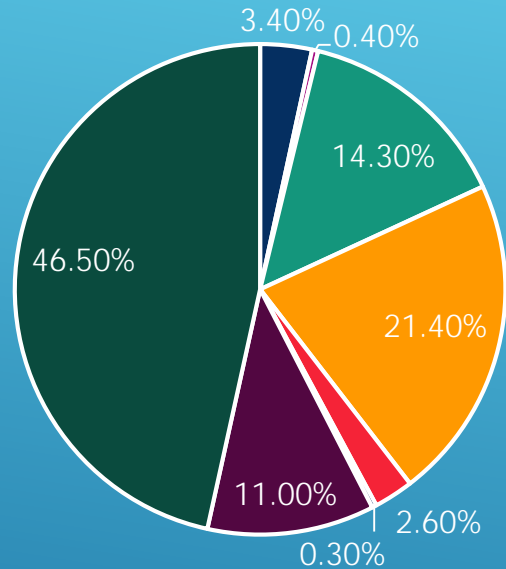
**37% Diverse**

# NOCCCD EMPLOYEES vs. CCC EMPLOYEES

NOCCCD Employees

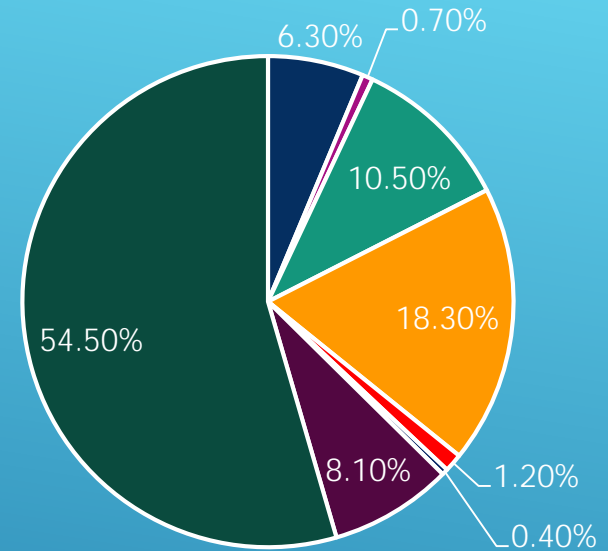
2016-2017

CCC Employees



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**42% Diverse**



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

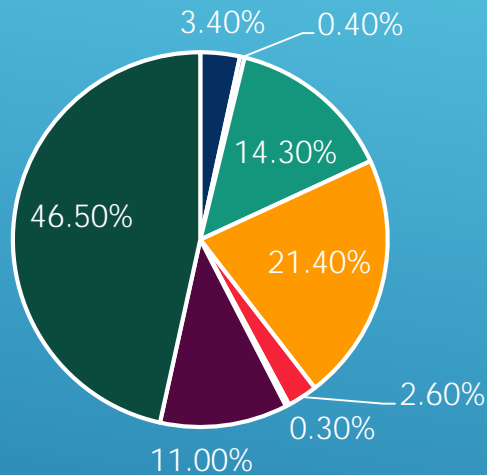
**37% Diverse**



# NOCCCD EMPLOYEES vs. LOCAL CC EMPLOYEES

2016-2017

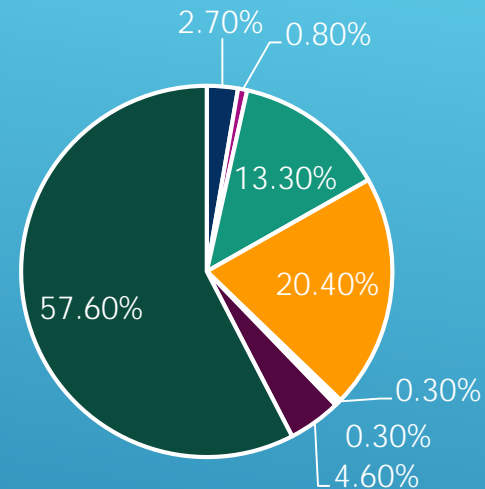
## NOCCCD Employee



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**42% Diverse**

## Local CC Employee\*



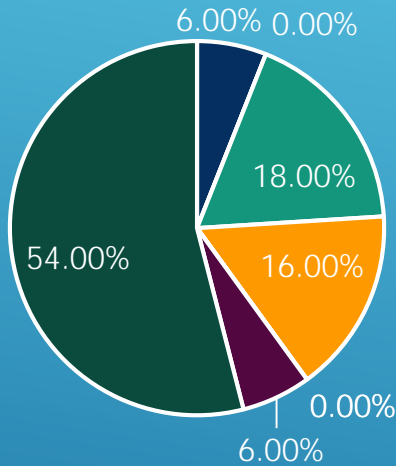
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**37% Diverse** \*Rancho Santiago, Coast, SOCCCD

# NOCCCD VS. LOCAL CC: ACADEMIC ADMINISTRATORS

2016-2017

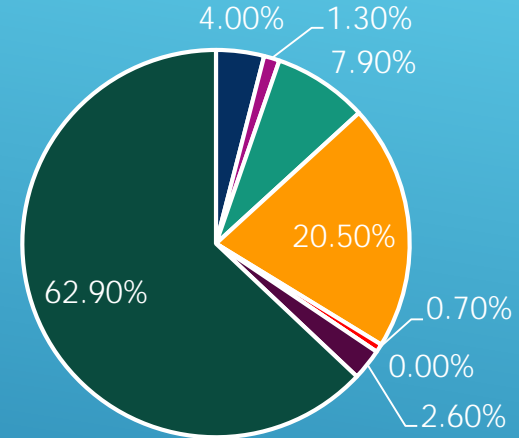
NOCCCD Academic Administrators



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**40% Diverse**

Local CC \* Academic Administrators



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

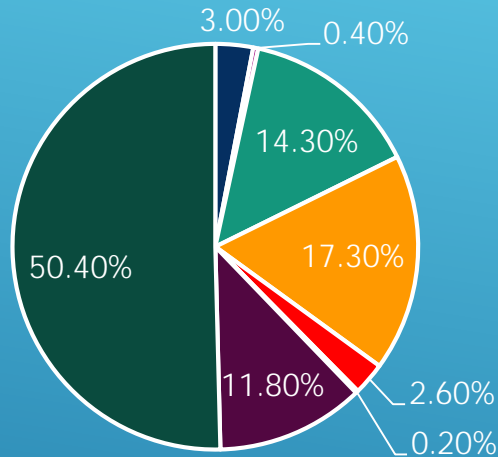
**34% Diverse**

\*Rancho Santiago, Coast, SOCCCD

# NOCCCD vs. LOCAL CC: FACULTY

2016-2017

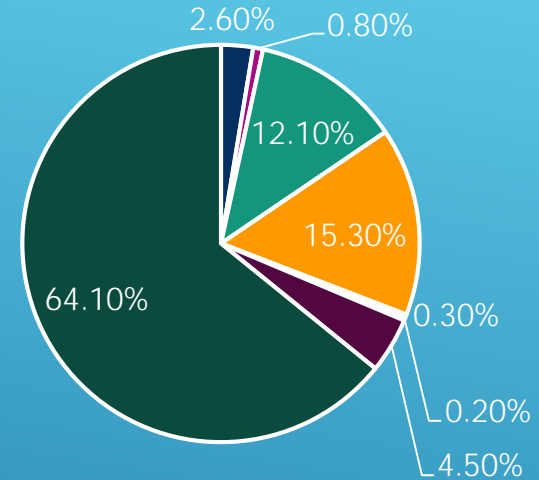
## NOCCCD Faculty



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**37% Diverse**

## Local CC \* Faculty



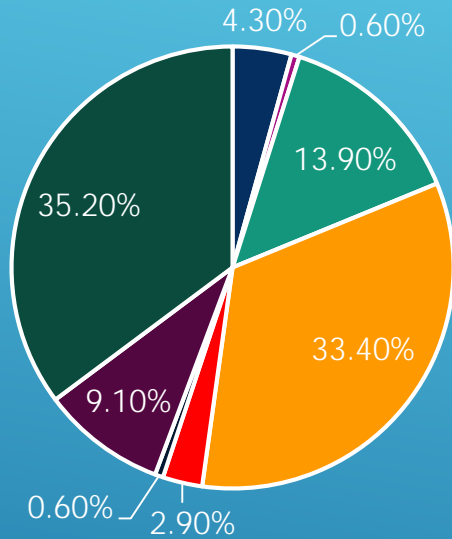
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**31% Diverse** \*Rancho Santiago, Coast, SOCCCD

# NOCCCD vs. LOCAL CC: CLASSIFIED

2016-2017

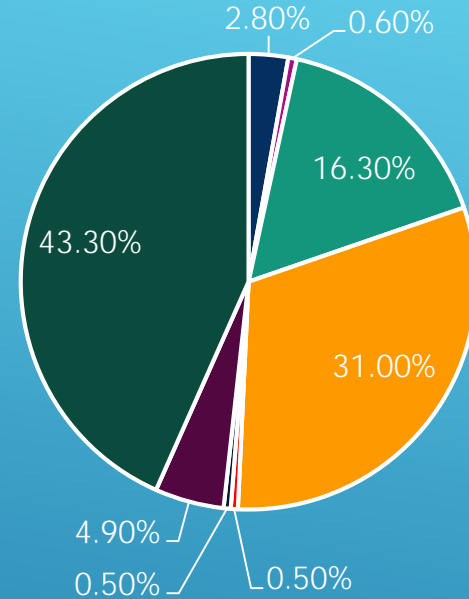
## NOCCCD Classified



- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**56% Diverse**

## Local CC \* Classified

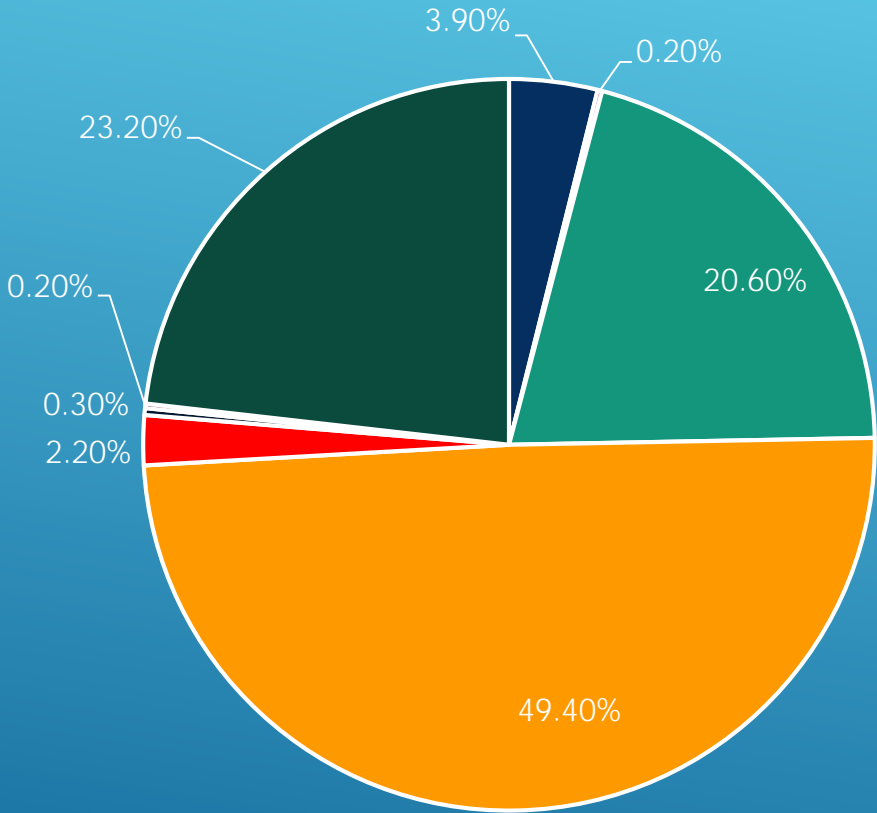


- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

**52% Diverse** \*Rancho Santiago, Coast, SOCCCD

# NOCCCD SERVICE AREA DEMOGRAPHICS

FALL 2016



77% Diverse

- African-American
- Asian
- Multi-Ethnicity
- Unknown

- American Indian/Alaskan Native
- Latino/Hispanic
- Pacific Islander
- White Non-Hispanic

# Recruitment Efforts

ACCCA

CaJobs.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

NOCCCD Website

OC Register

The Press Enterprise  
(Riverside)

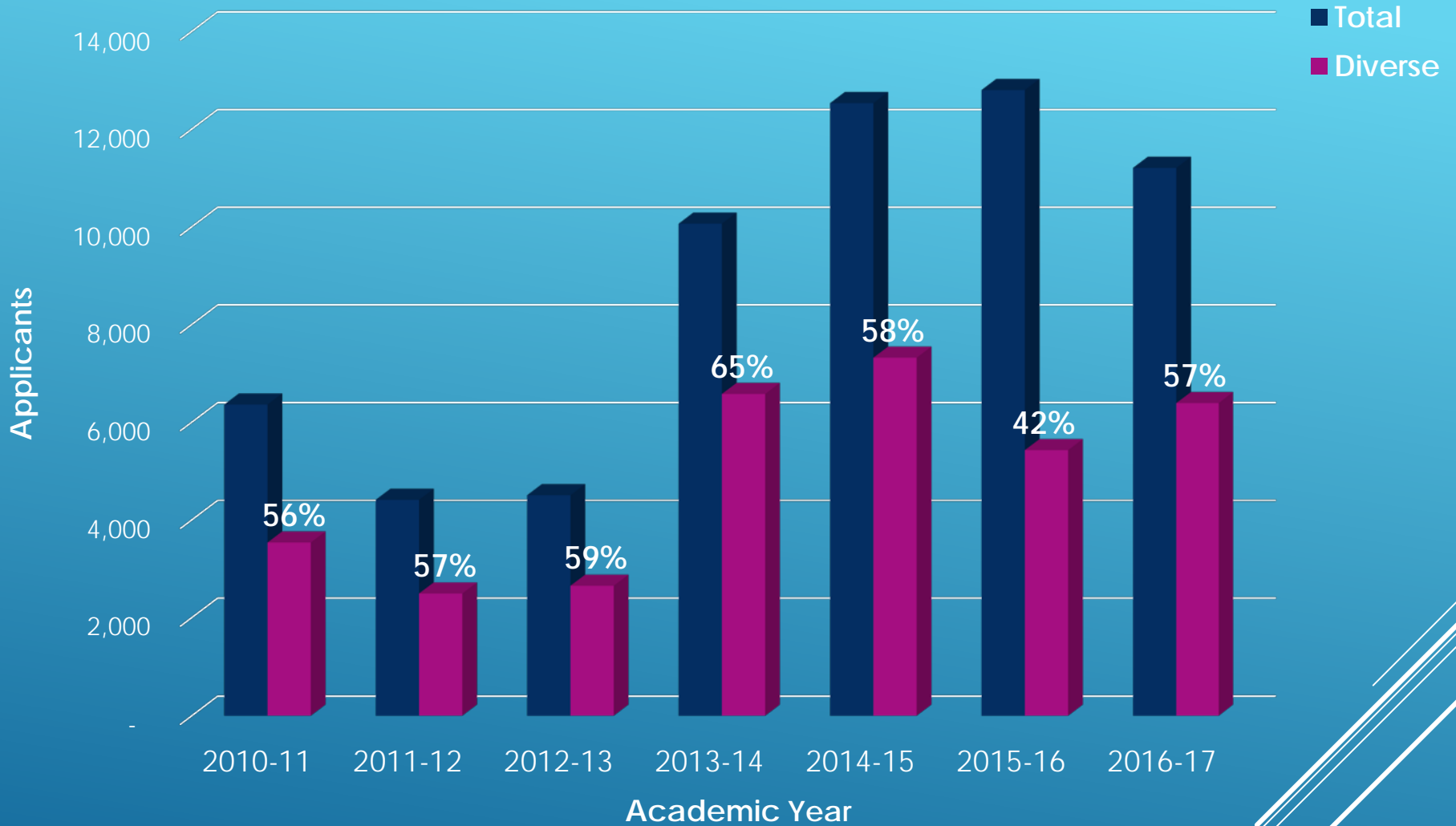
Simplyhired.com

The Progressive Woman

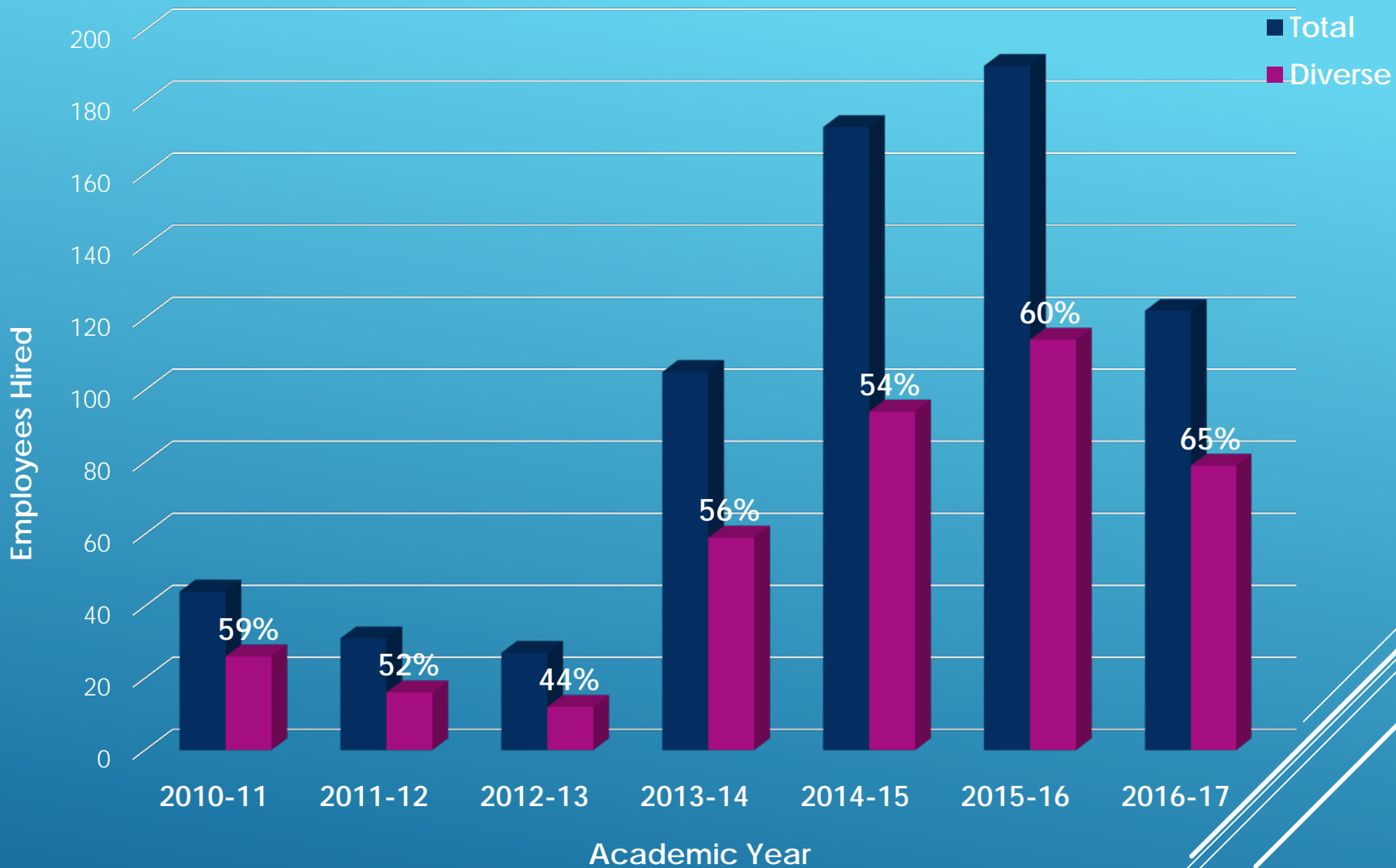
The Veteran Journal

TribalCollegeJournal.com

- Sample list – does not represent all recruitment efforts

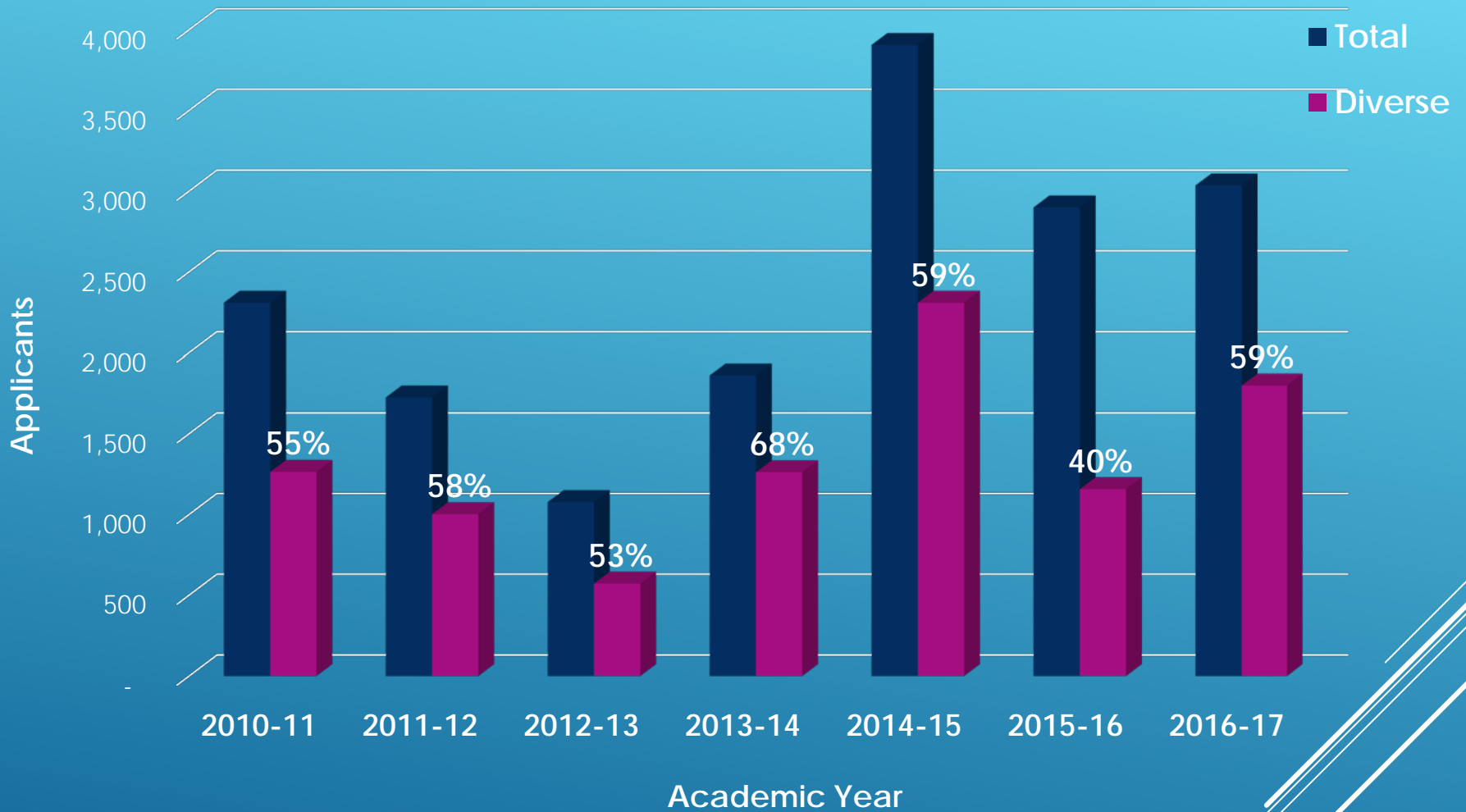


DISTRICT-WIDE: ALL APPLICANTS

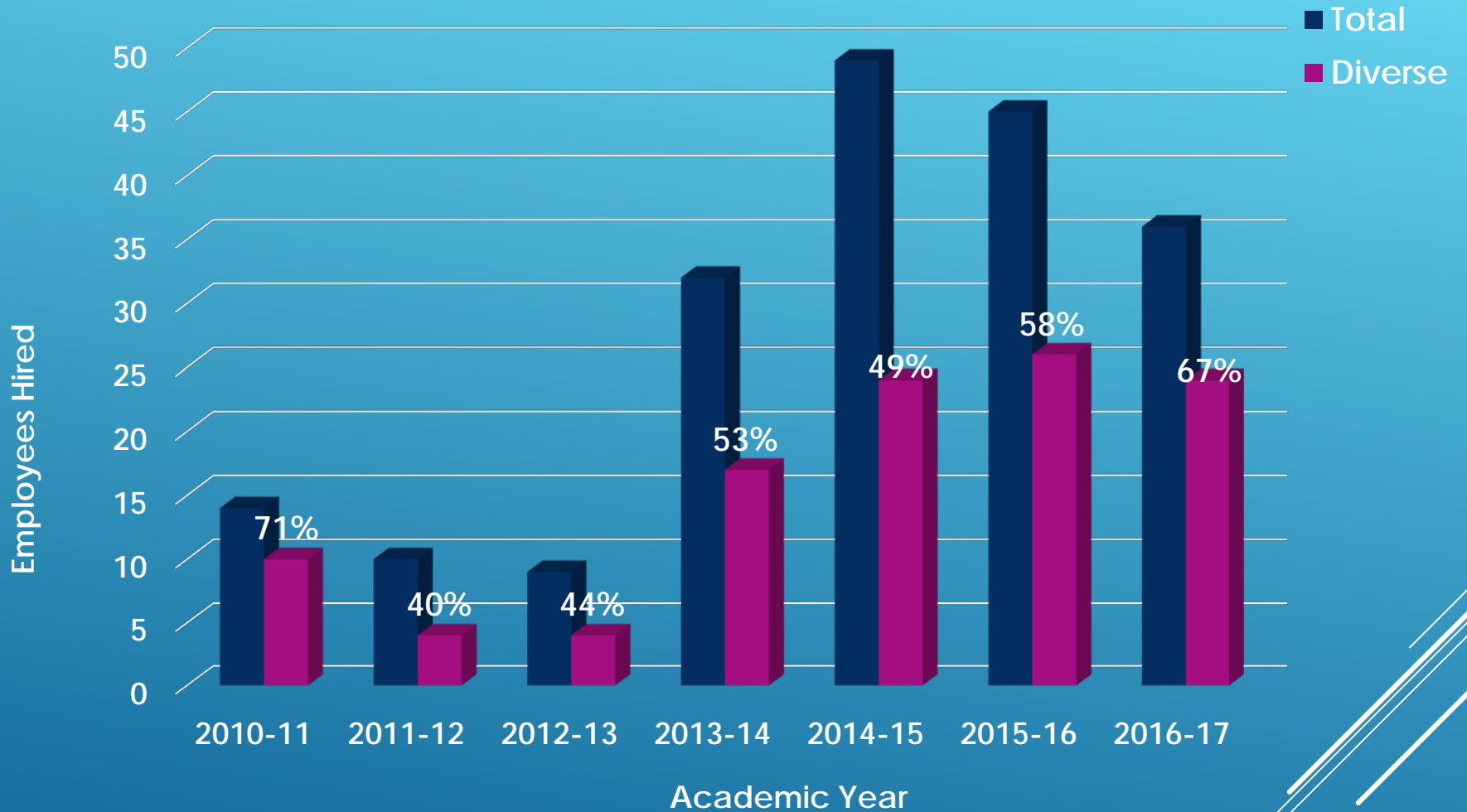


# DISTRICT-WIDE: HIRED

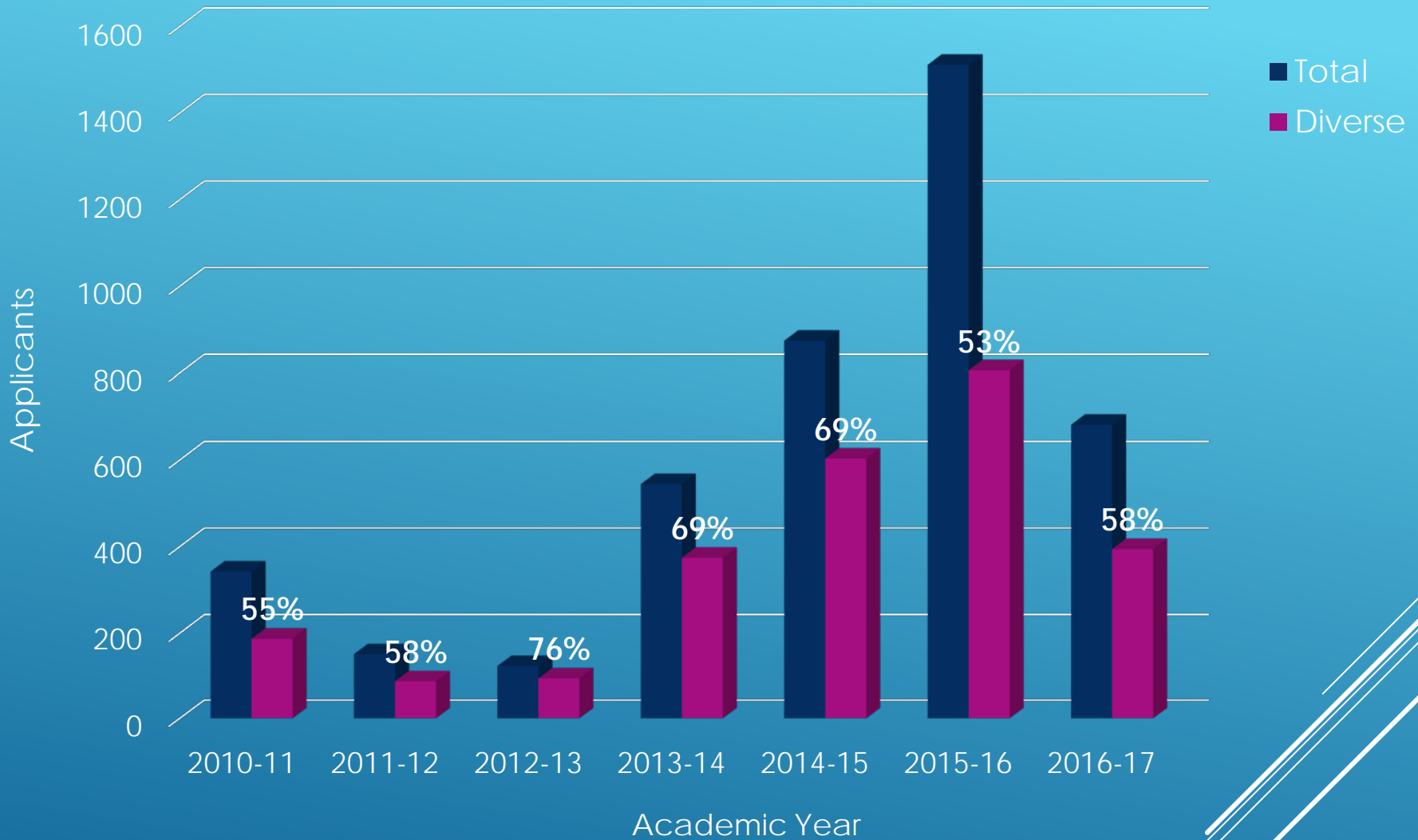




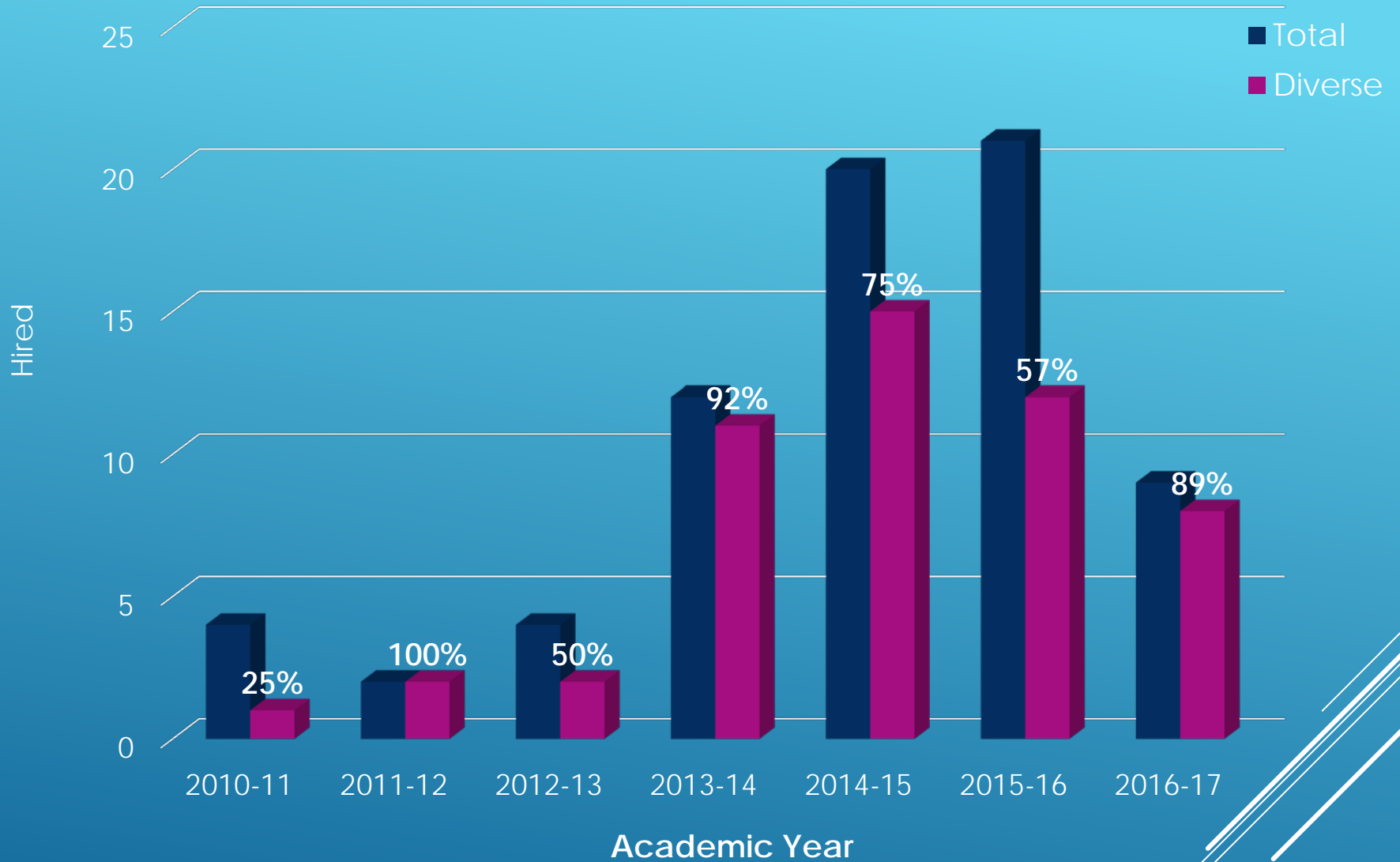
# CYPRESS COLLEGE: ALL APPLICANTS



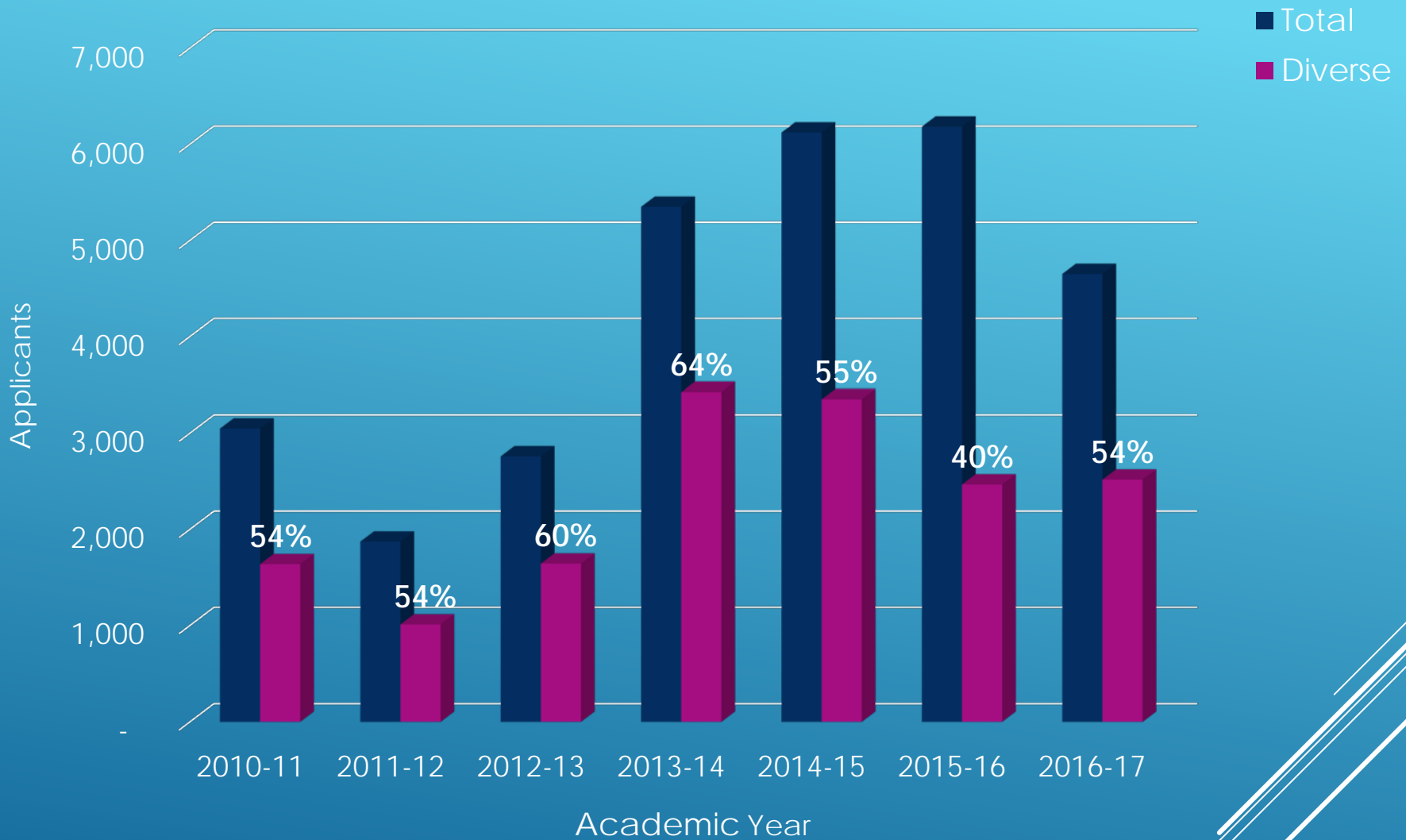
# CYPRESS COLLEGE: HIRED



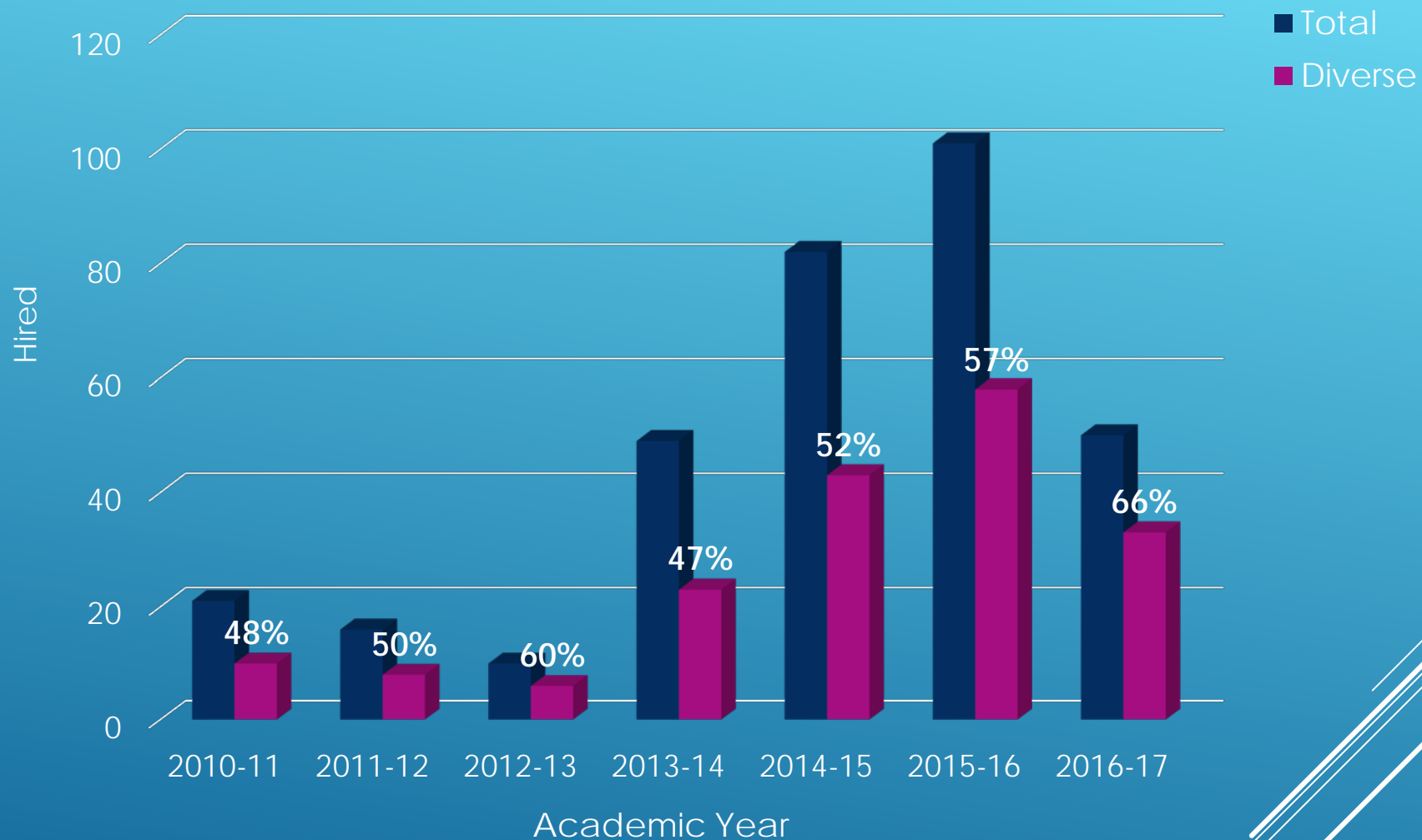
DISTRICT SERVICES: ALL APPLICANTS



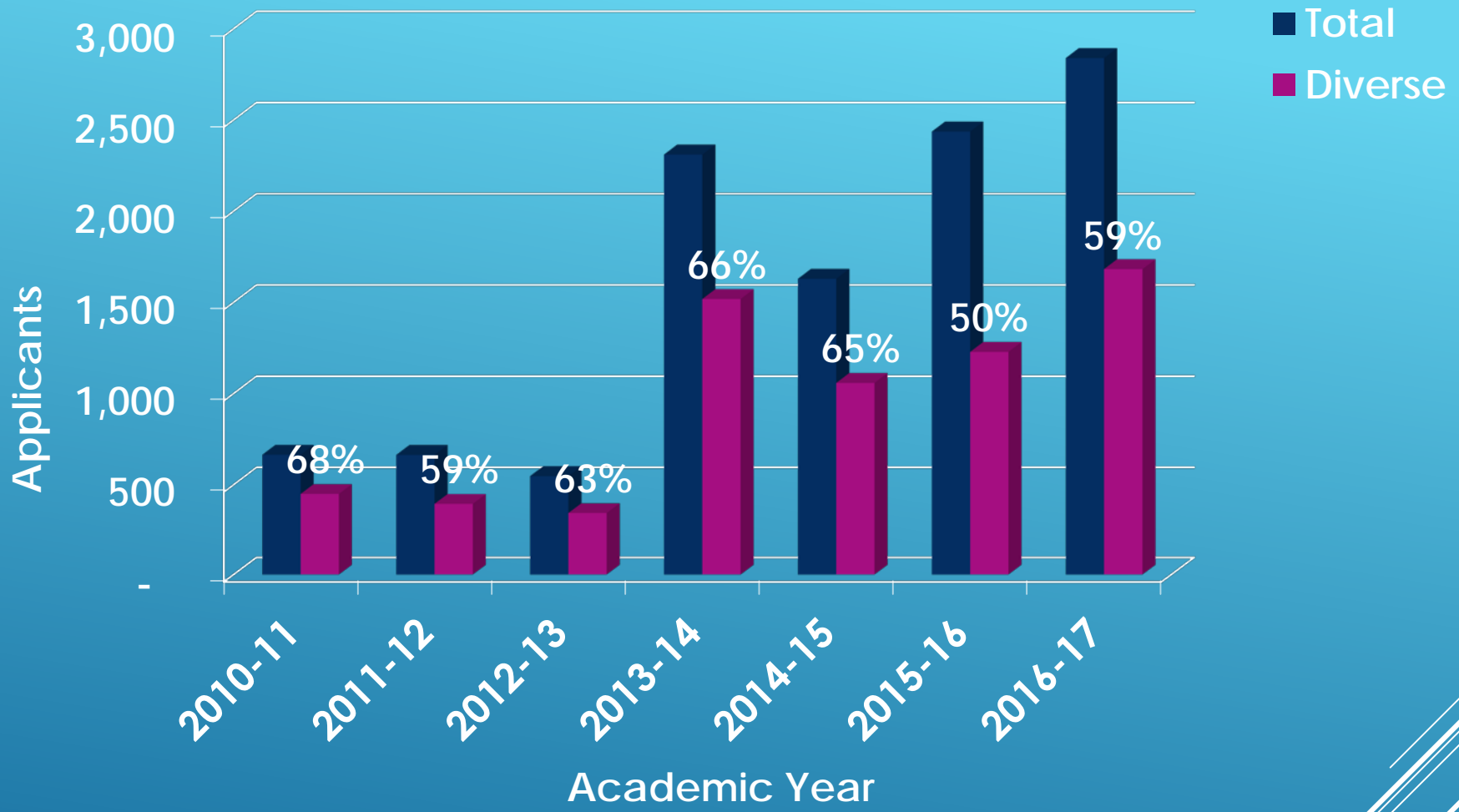
# DISTRICT SERVICES: HIRED



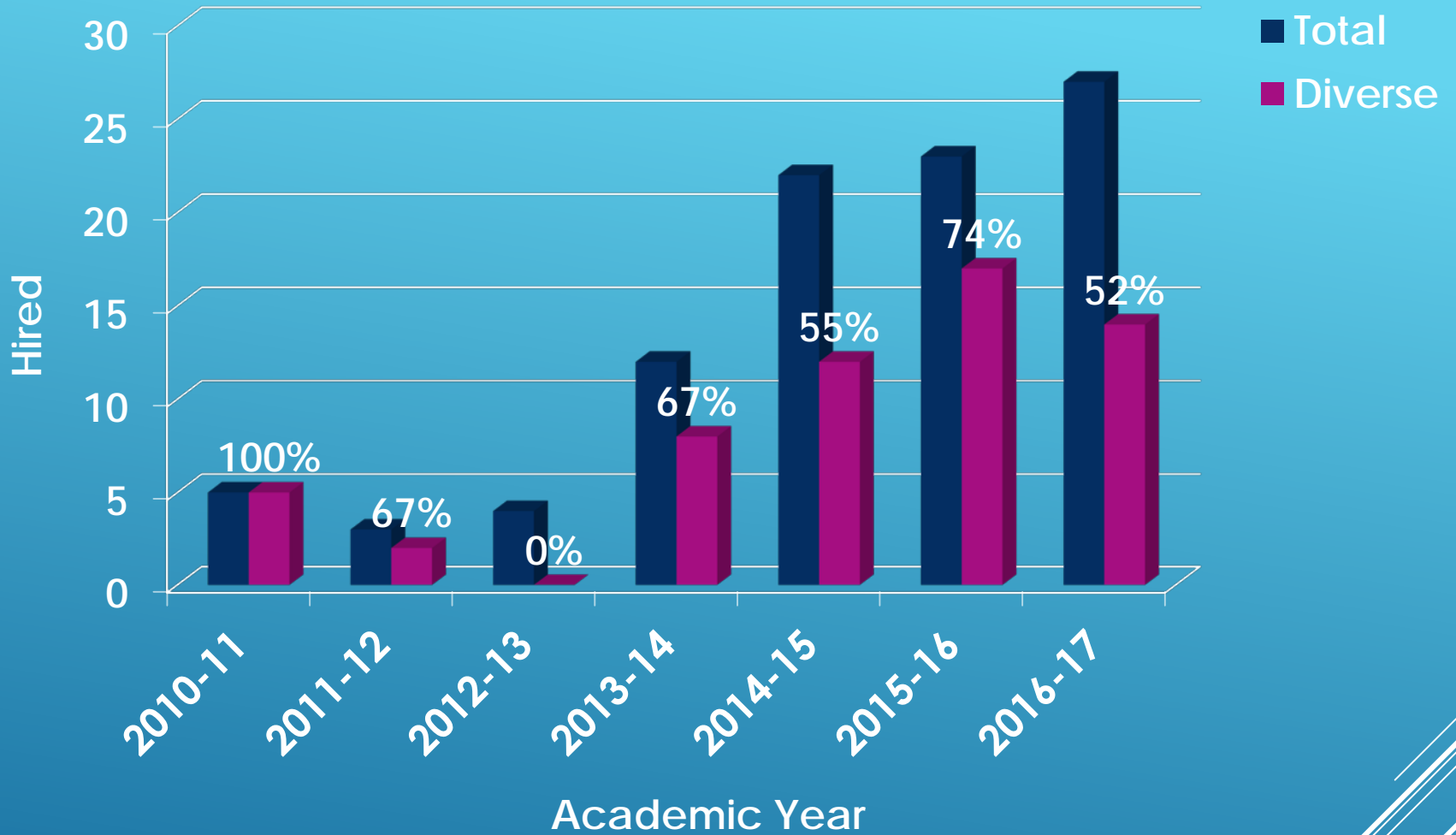
# FULLERTON COLLEGE: ALL APPLICANTS



# FULLERTON COLLEGE: HIRED



# NORTH ORANGE CONTINUING EDUCATION: ALL APPLICANTS



# NORTH ORANGE CONTINUING EDUCATION: HIRED

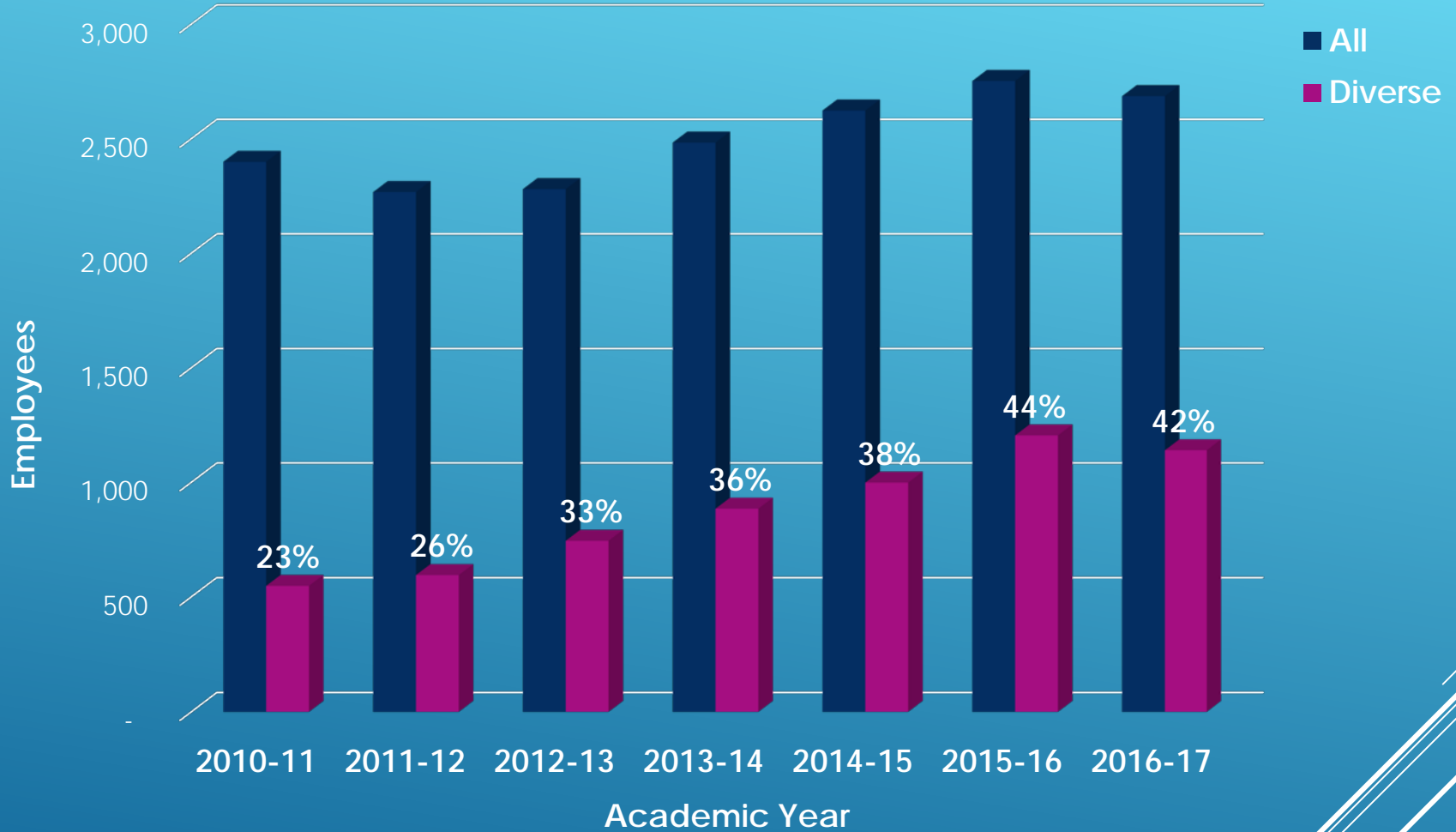


NOCCCD

EMPLOYEE

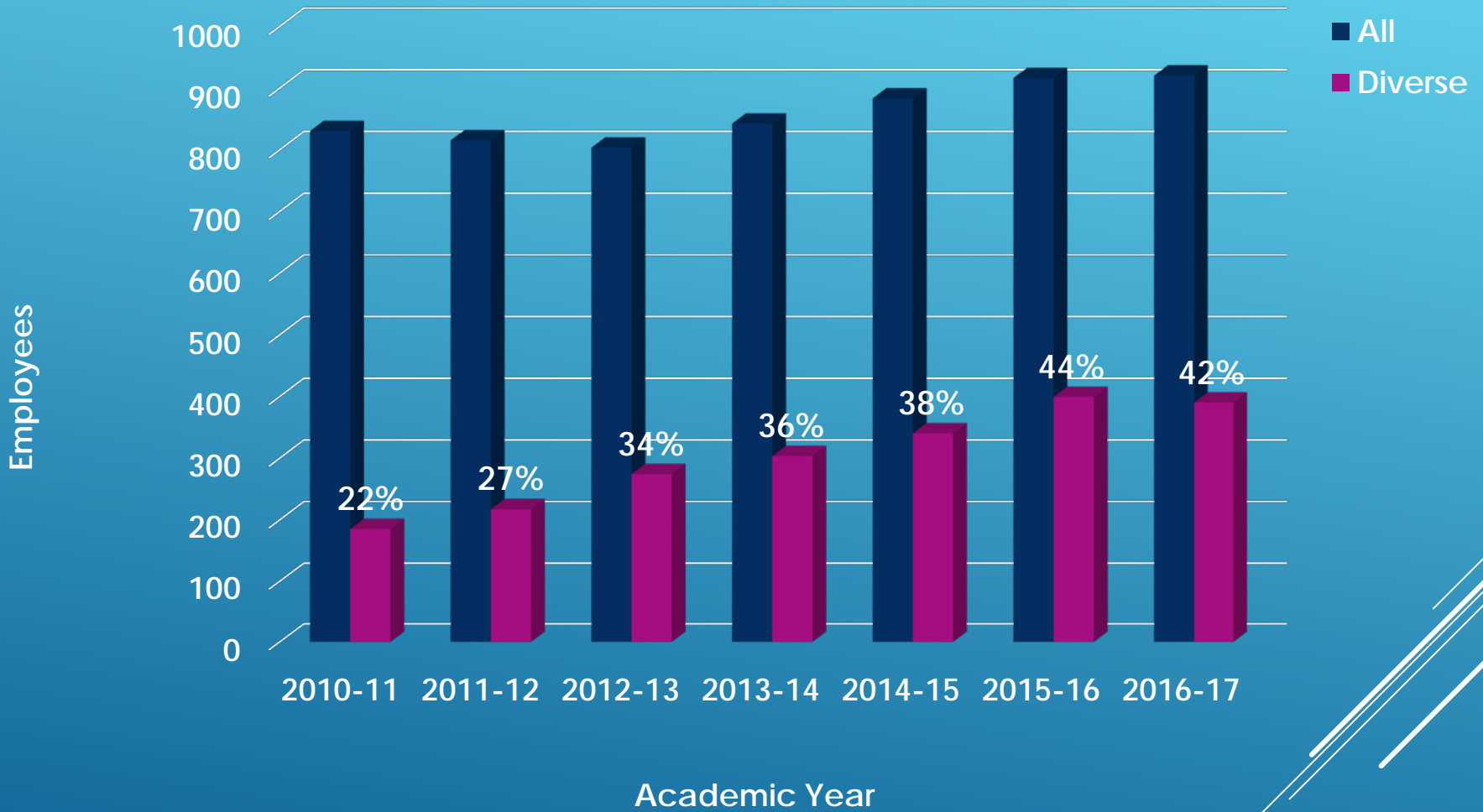
DEMOGRAPHICS

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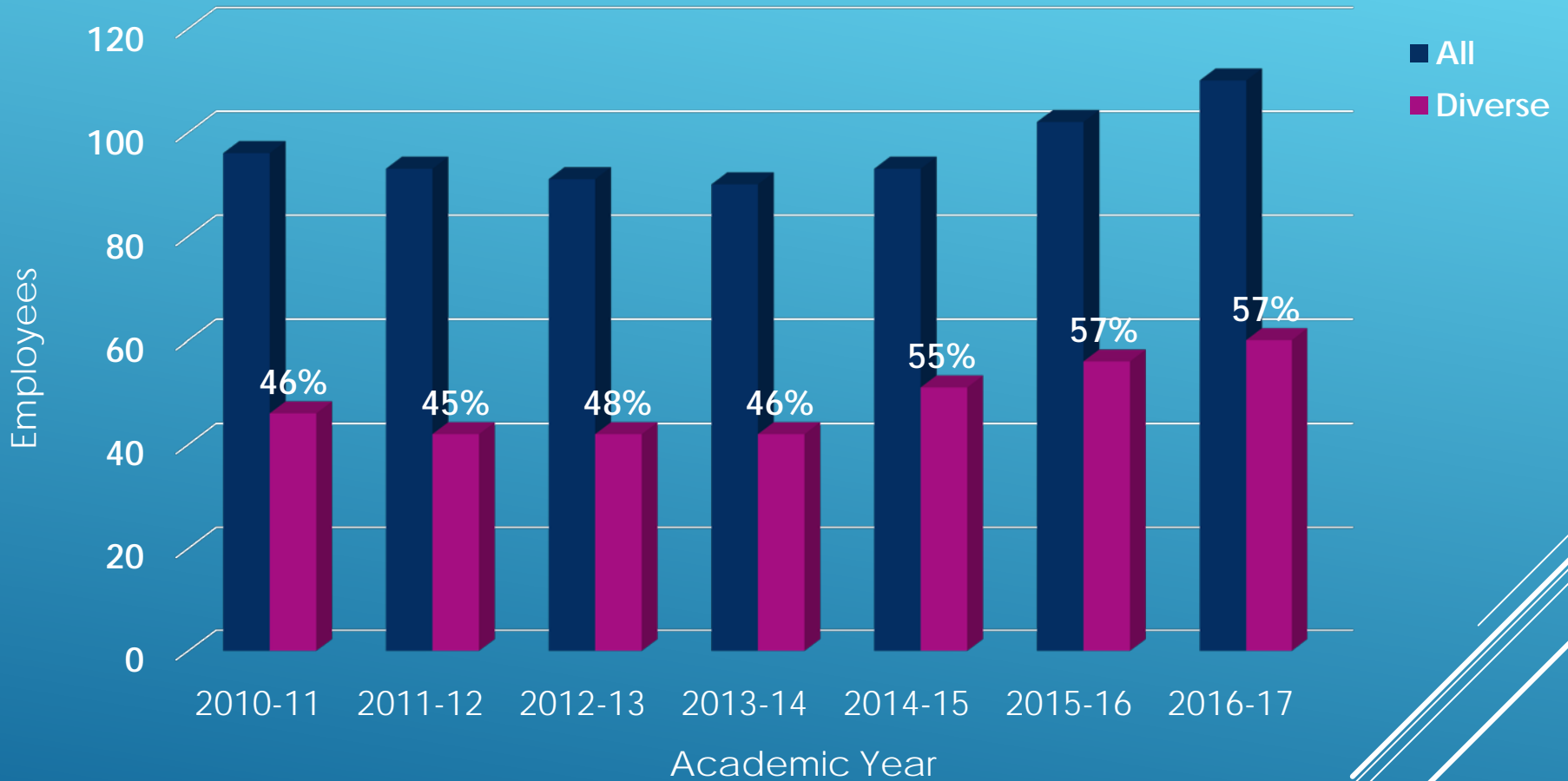


# DISTRICT-WIDE: EMPLOYEES

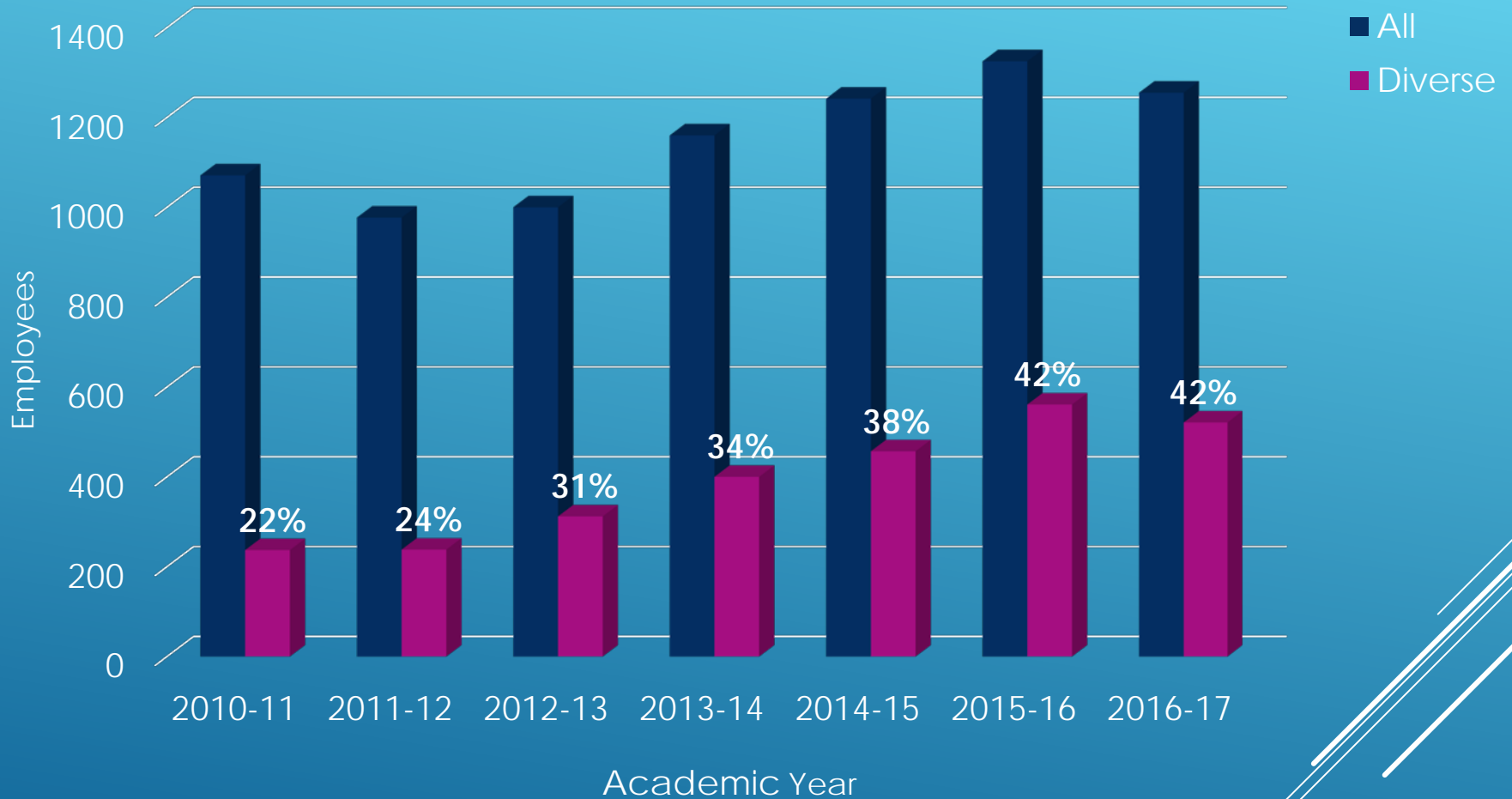
# CYPRESS COLLEGE – EMPLOYEES



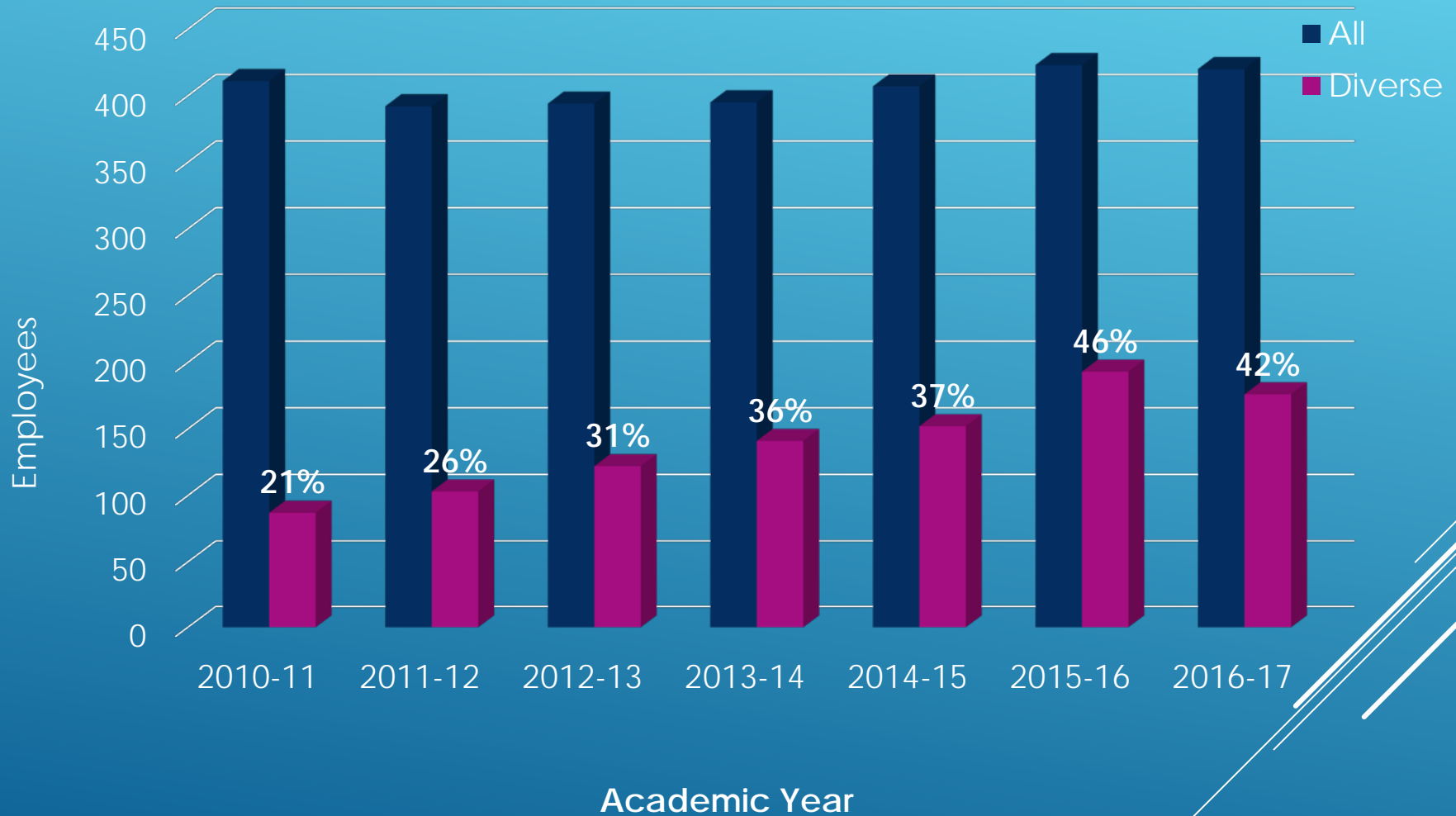
# DISTRICT SERVICES – EMPLOYEES



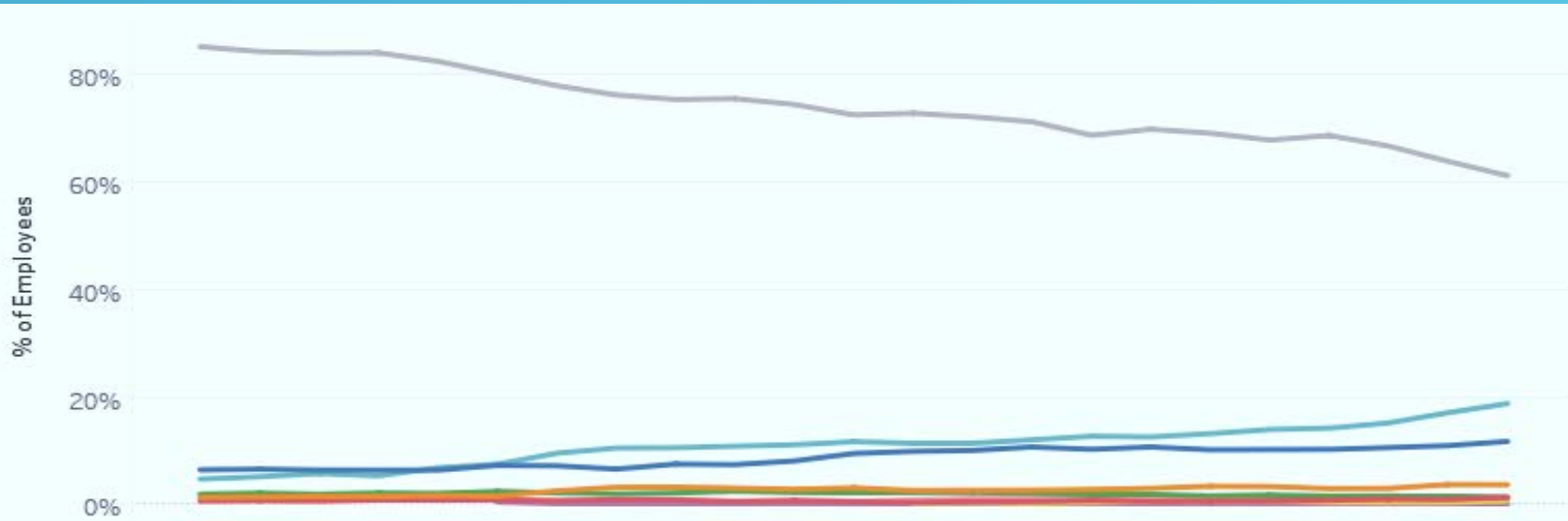
# FULLERTON COLLEGE – EMPLOYEES



# NORTH ORANGE CONTINUING EDUCATION – EMPLOYEES



# DISTRICT-WIDE FULLTIME FACULTY ETHNICITY (%)



	Year										
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Asian	9.9%	10.0%	10.7%	10.2%	10.7%	10.2%	10.2%	10.2%	10.6%	10.9%	11.7%
Black	2.6%	2.7%	2.7%	2.8%	3.0%	3.4%	3.3%	3.0%	3.0%	3.7%	3.7%
Filipino	0.4%	0.6%	0.6%	0.7%	0.6%	0.6%	0.6%	0.8%	1.0%	0.9%	1.3%
Hispanic	11.4%	11.4%	12.0%	12.7%	12.5%	13.1%	13.9%	14.2%	15.1%	17.0%	18.7%
Native	2.2%	2.3%	2.1%	1.9%	1.9%	1.6%	1.8%	1.6%	1.6%	1.5%	1.3%
Other	0.2%	0.4%	0.2%	0.4%	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%	0.7%
Pacific Isl	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Unknown				1.9%			0.4%	0.2%	0.2%	0.2%	0.2%
Unreported	0.6%	0.6%	0.6%	0.7%	0.9%	1.4%	1.4%	1.0%	1.4%	1.5%	1.2%
White	72.6%	72.0%	71.0%	68.5%	69.7%	68.9%	67.6%	68.5%	66.5%	63.7%	61.0%
	537	528	525	537	534	502	510	508	502	540	598

- Asian
- Black
- Filipino
- Hispanic
- Native
- Other
- Pacific Isl
- Unknown
- Unreported
- White





# DISTRICT-WIDE: DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY

- 2016 – 2019 EEO Plan (All 2016/17 Goals completed)
- CCCO EEO Funds Granted (\$50,000)
- Chancellor's Goal for 2017/18 - *Diversity*
- All FT Faculty Received Harassment & Discrimination Training
- EEO Representative Committee Training
- Elimination of bias and demographic data included in EEO Selection Committee Training
- "Hire Me" Workshops & Job Fairs
- Faculty Staff Associations
- Developed the Diversity Checklist for Managers
- **Workshops and Trainings on** : *DACA, AB540, Muslim Religion, LGBTQA, Immigration, Bias, Cultural Diversity Competence, Title IX, Community Cultural Wealth and Funds of Knowledge, EEO, Prevention of Discrimination and Harassment, Equity and Diversity*

# DISTRICT-WIDE: DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY

- ✓ BP 7100 – Commitment to Equal Employment Opportunity and Diversity (revisions in process)
- ✓ Revised EEO self reporting form on application
- ✓ Added diversity question to reference checks
- ✓ Developed sample diversity questions
- ✓ District hiring procedures require applicants to demonstrate a sensitivity to and understanding of diverse students
- ✓ Added “Commitment to Diversity” to Minimum Qualifications required for all job positions
- ✓ District’s Commitment to Diversity statement included on all job postings
- ✓ Search committees trained on assessing diversity qualifications
- ✓ Timely and thorough investigations of complaints

# CYPRESS COLLEGE

## 2016-17 CAMPUS DIVERSITY ACTIVITIES

“CYPRESS @ 50: OUR COMMITMENT TO DIVERSITY AND INCLUSIVENESS CONTINUES”

### SEPTEMBER

- Latino/Hispanic Heritage Month

### OCTOBER

- Disabilities Awareness Month
- Disability Support Services (DSS) Open House
- Autism Faculty Workshop
- National Diversity Awareness Month

### NOVEMBER

- Native American Heritage Month
- International Education Week (IEW)
- Gustavo Arellano

### DECEMBER

- AIDS Awareness
- Kwanzaa Awareness: Kwanzaa Drum-Chad Ross

- AIDS Awareness

- Kwanzaa Awareness: Kwanzaa Drum-Chad Ross

### JANUARY

- Japanese & Chinese New Year & Vietnamese Tet

### FEBRUARY

- Black History Month
- Black Hair: What are the Social & Cultural Implications
- 13th Documentary & Discussion
- Mothers of the Movement
- InterACT & Free Expression
- Mardi Gras

### MARCH

- Women's Recognition Month and Awards
- Kindercaminata

- Nina Flores: Street, Online & Campus Harassment

- Tiombe Wallace: Trauma

- World Fest

- Obed Silva, Unlearning Racism

### APRIL

- Sexual Assault Awareness Month
- Ballet Folklorico Dances
- Speakers: Mitsuye Yamada, Gustavo Arellano, Yom HaShoah, and Dr. Anthony J. Nocella II

### MAY

- Asian Pacific Islander Heritage Month
- Religious Diversity Awareness

### JUNE

- Gay, Lesbian, Bisexual, and Transgender Awareness Month

# CYPRESS COLLEGE

## 2017-18 CAMPUS DIVERSITY ACTIVITIES

### SEPTEMBER

- Latino/Hispanic Heritage Month
- Equity Practitioner Certification: Equity Summit Dr. Veronica Neal

### OCTOBER

- Disabilities Awareness Month
- DSS Workshop: Supporting Students with Disabilities
- DSS Workshop: Autism & College - If they can't learn the way we teach, let's teach the way they learn!
- DSS Open House
- Distribute purple ribbons campus wide
- Equity Practitioner Certification: Cultural Humility Core Principles Dr. Veronica Neal (Series)

### NOVEMBER

- Native American Heritage Month
- International Education Week (IEW)
- Equity Practitioner Certification: Agents of Change. Dr. Veronica Neal

### DECEMBER

- AIDS Awareness
- Kwanzaa Awareness

### JANUARY

- Japanese & Chinese New Year & Vietnamese Tet

### FEBRUARY

- Black History Month
- Equity Practitioner Certification: Social Justice Summit. Dr. Veronica Neal

### MARCH

- Women's Recognition Month
- Kindercominata
- Equity Practitioner Certification: Creating a Call-in Culture. Dr. Veronica Neal

### APRIL

- Sexual Assault Awareness Month
- Equity Practitioner Certification: Centering Students. Dr. Veronica Neal

### MAY

- Asian Pacific Islander Heritage Month
- Religious Diversity Awareness
- Equity Practitioner Certification: Action Planning and Program Review. Dr. Veronica Neal

### JUNE

- Gay, Lesbian, Bisexual, and Transgender Awareness Month

# FULLERTON COLLEGE

## 2016-17 CAMPUS DIVERSITY ACTIVITIES

### FALL 2016

- Kindercaminata
- Middle Eastern Club Advisor.
- PUENTE Project Mentor.
- Islamophobia in Politics
- Social Justice Conference

### SEPTEMBER

- Creating a Space for Courageous Conversations
- Building Community in the Classroom

### OCTOBER

- LGBTQ Safe Space Training for Campus Leaders
- When Classroom and Community Collide
- Behavioral Intervention Team (BIT) Mental Health First Aid Issues

- Day of the Dead/Dia de Los Muertos Celebration

### NOVEMBER

- Mitigating Opportunity Gaps to Achieve Equitable Success for All Students
- Serving Student Veterans
- Serving Disabled Students
- Native American Lectures and Music.

### DECEMBER

- Kwanzaa Celebration

### FEBRUARY 2017

- EEO Training

### MARCH 2017

- Creating a Space for Courageous Conversations

- District Equity Symposium
- A Celebration of the Life of Cesar Chavez

### APRIL 2017

- Earth Day Symposium

### MAY 2017

- Trauma-Informed Practices for Supporting Students
- Addressing Disruptive and Concerning Student Behaviors
- Year round Multicultural workshop presented by the Cadena Transfer/Cultural Center

# FULLERTON COLLEGE

## 2017-18 CAMPUS DIVERSITY ACTIVITIES

### AUGUST

- LGBTQ+ Safe Spaces in the Classroom
- New faculty training Color & Contrast Exhibition

### SEPTEMBER

- 2<sup>nd</sup> Annual Banned Books Essay Contest
- All-campus book read: Just Mercy: A Story of Justice and Redemption
- Spanish Reading Group – monthly meetings
- 13<sup>th</sup> Annual ¡Bienvenidos!
- National Latino/Hispanic/Latino Heritage Month
- “QuadChella” Music Festival
- 3<sup>rd</sup> Annual Women’s Empowerment Summit
- African Heritage Week

- Panel on the experience of being undocumented
- Four Skills of Cultural Diversity Competence
- Azerbaijan in the World
- DACA Clinic
- Panel on macroaggressions

### OCTOBER

- Latino Cultural Tour
- Immigration Lecture
- 7<sup>th</sup> Annual LGBTQ+ Forum
- Ethnic Studies Summit
- Dia De Los Muertos
- 6<sup>th</sup> Annual Asian-Pacific Islander Forum
- Community Cultural Wealth & Funds of Knowledge

### NOVEMBER

- Veterans Appreciation Week

- Serving Disabled Students
- Teaching Men of Color Webinars
- Native American Music, Dance, and Lectures

### DECEMBER

- Kwanzaa Celebration
- February
- 3<sup>rd</sup> Annual CommUNITY Day
  - African American History Month

### MARCH

- African American & Asian American Cultural Tours
- 8<sup>th</sup> Annual Women’s Forum

### APRIL

- Sexual Assault/Awareness Month

# NORTH ORANGE CONTINUING EDUCATION 2016-17 CAMPUS DIVERSITY ACTIVITIES

## SEPTEMBER

- Opening Day, State Training, Council on Education
  - Dr. Tyrone Howard - Understanding SCE Demographics - Teach Every Student
  - Council on Ed - Making Equity and Inclusion Real - Effective interventions, logic model evaluation
  - State Training - Student Equity Coordinators on measuring data

## OCTOBER

- CAPED, Academic Academy Institute, CATESOL. Best practices to meet the needs of disability students
- Academic Academy Institute – Creating Equity and Fairness – Second Language Learners

## NOVEMBER

- Association of Community and Continuing Ed (ACCE)
- December
- Equity Summit– Cultural Background , Teaching Practices, Value of each student
- March
- A2Mend, Spring ACCE - Best Practices to support African American Males toward achievement and success

## APRIL

- Latina Leadership Network , Building Pathways, Equity Minded Counseling, IEPI

# NORTH ORANGE CONTINUING EDUCATION 2017-18 CAMPUS DIVERSITY ACTIVITIES

## OCTOBER

- California Perkins Annual Equity and Access Conference, CATESOL

## NOVEMBER

- Cypress College Tour , ACCE Fall Conference

## JANUARY

- EOPS College Prep Conference at Fullerton College

## FEBRUARY

- "Creating Better Tomorrows" NOCE Student Conference

## MARCH

- Fullerton College Tour , A<sup>2</sup>Mend, ACCE Spring Conference

## APRIL

- "Dream Your Future"

## MAY

- Cypress College Tour

## OCTOBER

- "Latino College Expo" in Montebello
- All NOCE Instructional Pro D Workshops include principles of Equity and Diversity



# QUESTIONS?

Thank You!



NORTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT

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**Greatness. Achieved.**