

INSTITUTIONAL COMMITMENT TO DIVERSITY EIGHT YEAR REPORT 2010/11 TO 2017/18

Presented by Arturo E. Ocampo JD
District Director for Diversity and Compliance
Human Resources
October 9, 2018



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT



Cypress College

Minds. Motivated.



Fullerton College

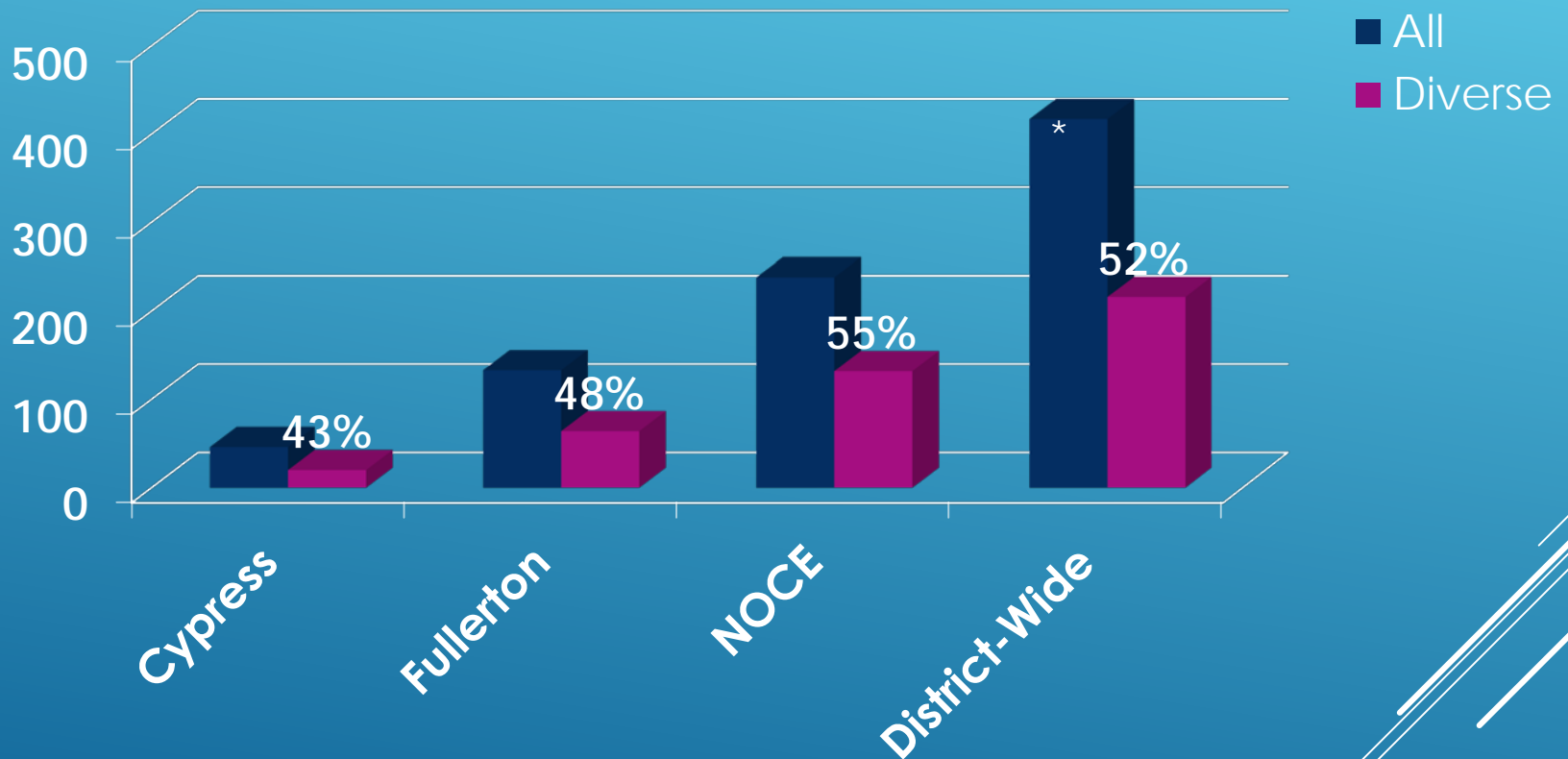
Excellence. Elevated.

NOCE
NORTH ORANGE
CONTINUING EDUCATION

AGENDA

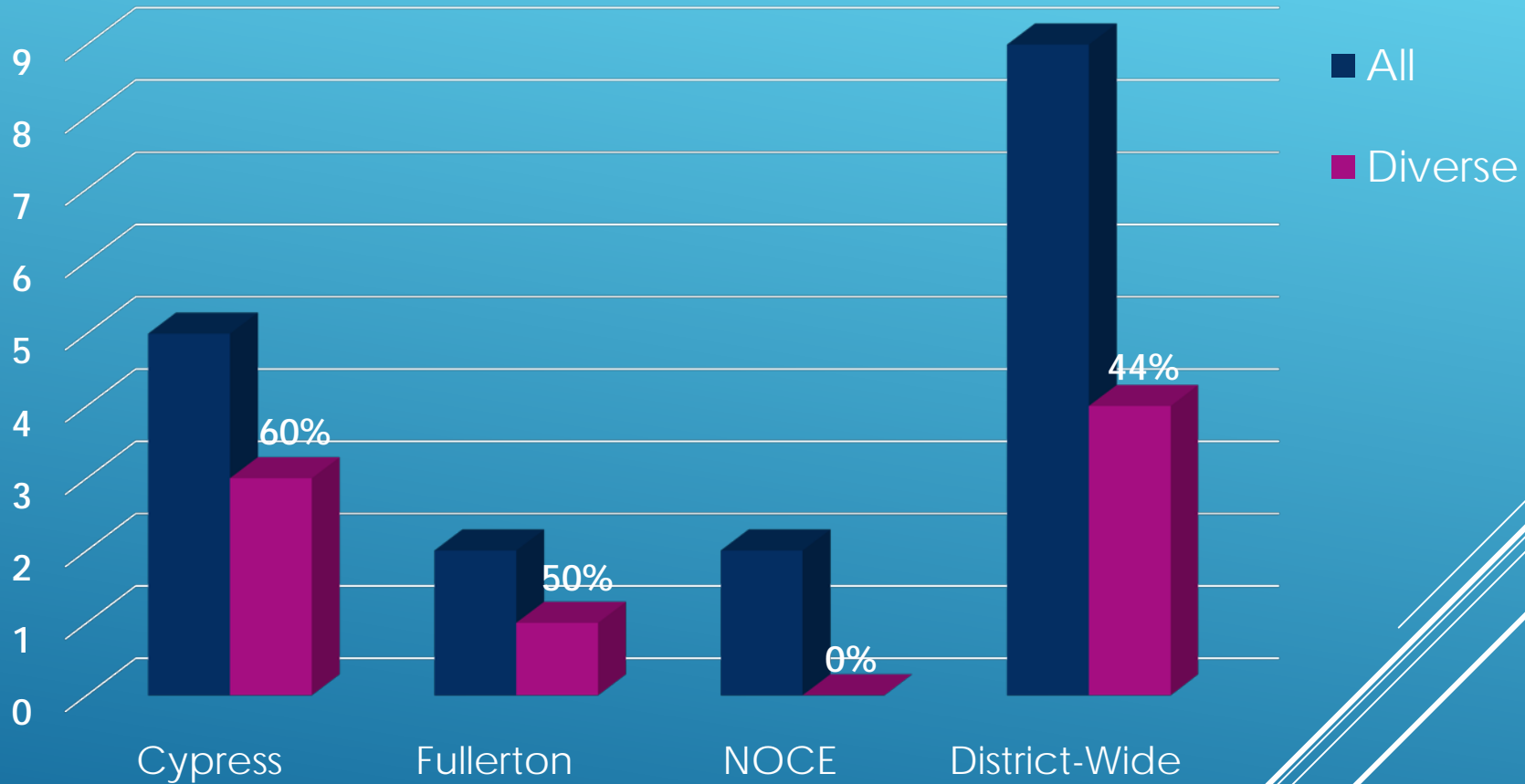
- 2018-19 Full-Time Faculty
 - Recruitment Efforts
 - Applicant & Hiring Data
 - Employee Demographics
 - Faculty Disaggregated by Department
 - Institutional Commitment to Diversity
- 

FULL-TIME FACULTY-APPLICANTS ACADEMIC YEAR 2018-2019



* There were 28 applicants that did not report

FULL-TIME FACULTY- HIRED AY 2018-2019




Fall 2018

6 of the 9 full-time faculty hired were previously adjunct faculty (67%)

Fall 2017

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



NOCCCD

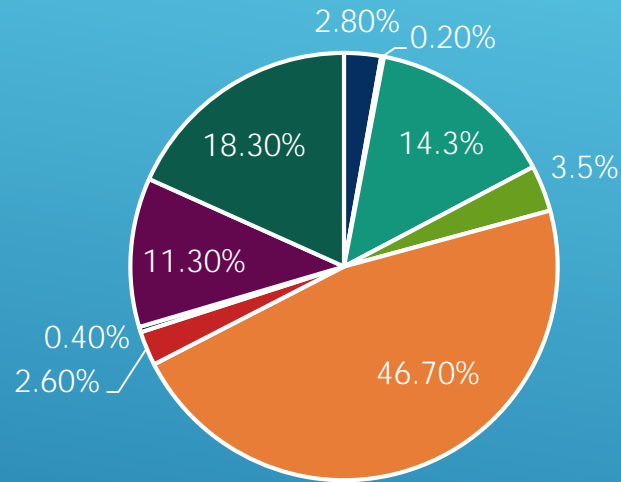
COMPARATIVE DATA

A series of several parallel white lines of varying lengths and thicknesses, slanted diagonally from the bottom right towards the top right, crossing the text 'COMPARATIVE DATA'.

NOCCCD STUDENTS vs. NOCCCD EMPLOYEES

2017-2018

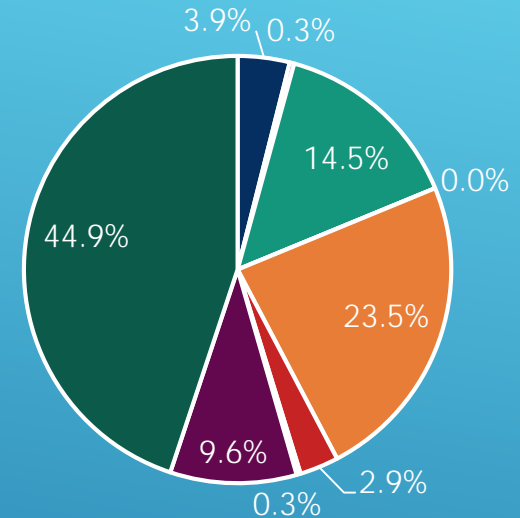
Student Ethnicity



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

71% Diverse

Employee Ethnicity



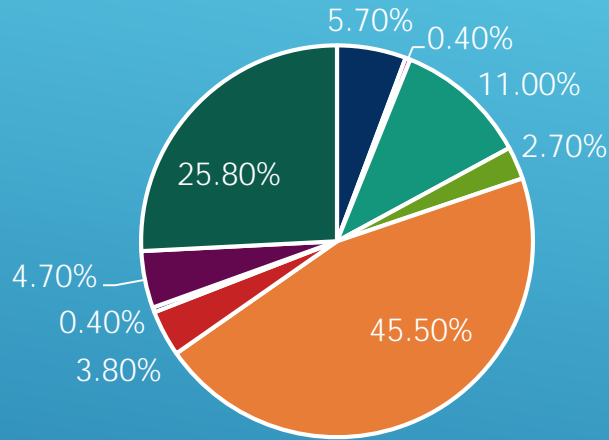
- African-American
- American Indian/Alaskan Native
- Asian
- Filipino
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

46% Diverse

CCC STUDENTS vs. CCC EMPLOYEES

2017-2018

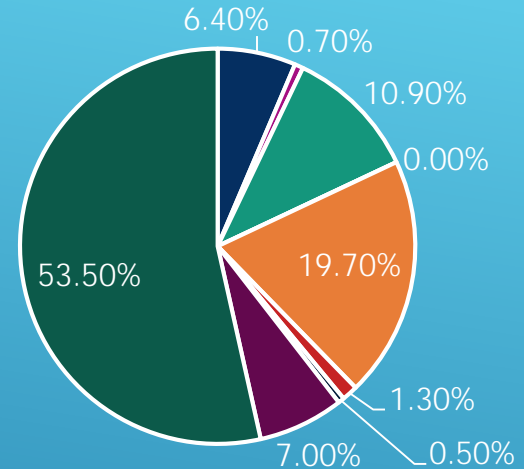
CCC Student Ethnicity



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

70% Diverse

CCC Employee Ethnicity



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

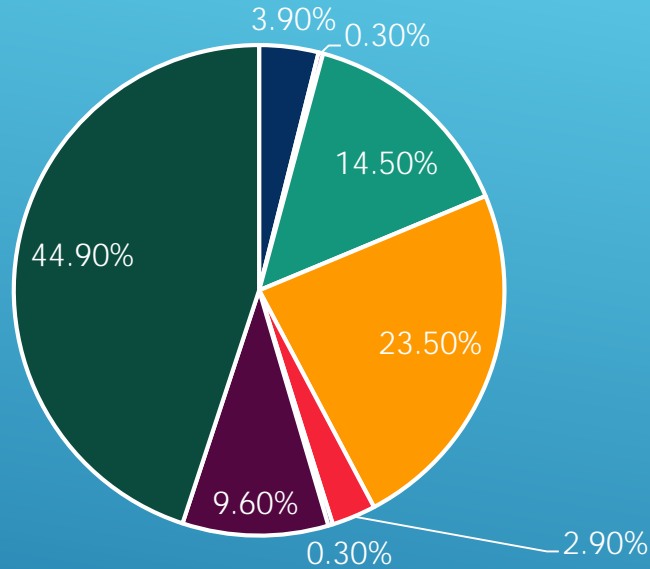
40% Diverse

NOCCCD EMPLOYEES vs. CCC EMPLOYEES

NOCCCD Employees

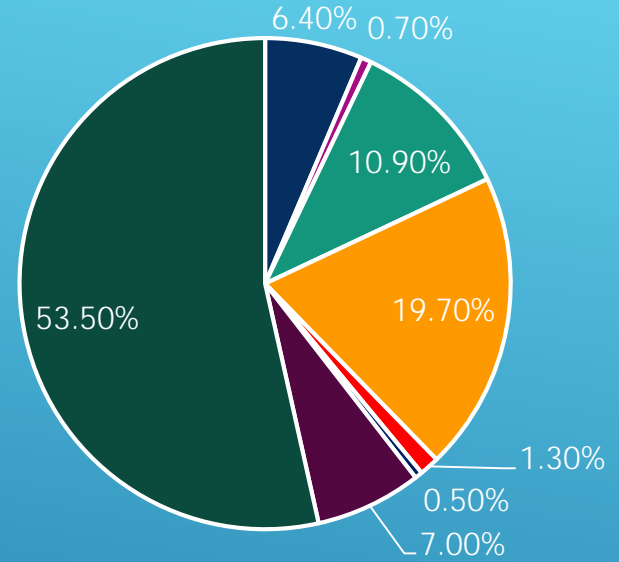
2017-2018

CCC Employees



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

46% Diverse



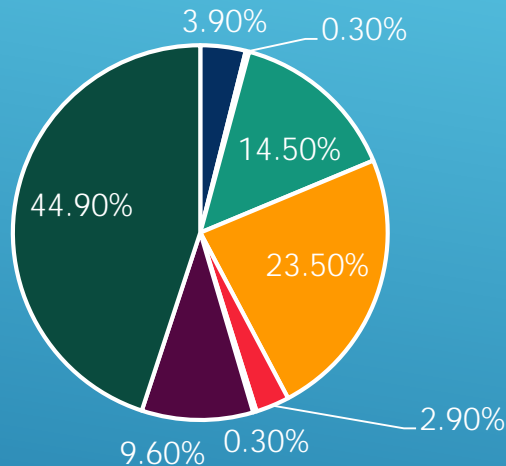
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

40% Diverse

NOCCCD EMPLOYEES vs. LOCAL CC EMPLOYEES

2017-2018

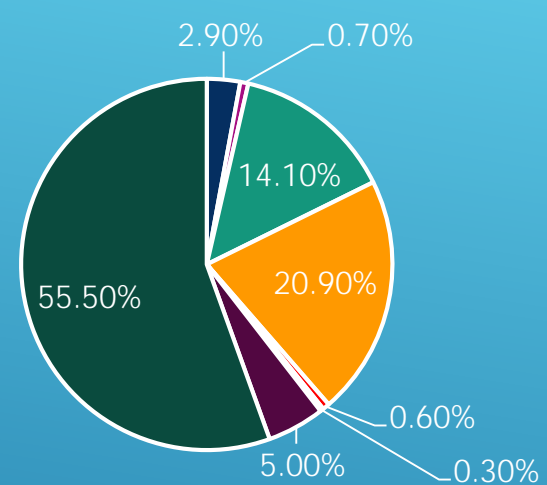
NOCCCD Employee



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

46% Diverse

Local CC Employee*



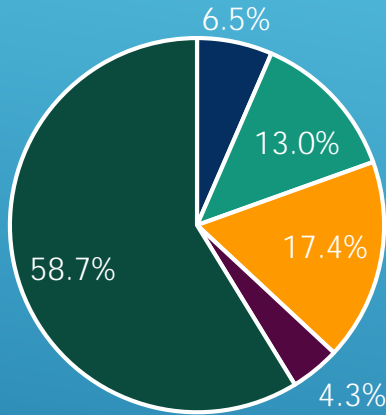
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

40% Diverse *Rancho Santiago, Coast, SOCCCD

NOCCCD VS. LOCAL CC: ACADEMIC ADMINISTRATORS

2017-2018

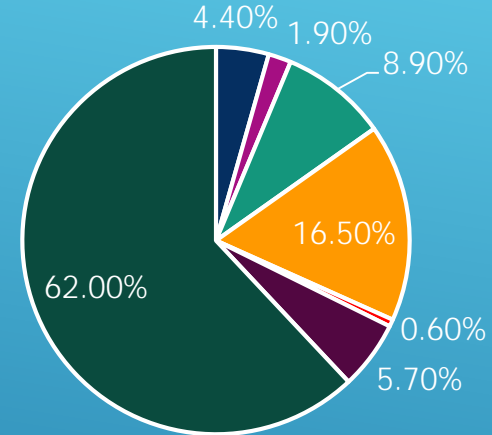
NOCCCD Academic Administrators



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

37% Diverse

Local CC * Academic Administrators



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

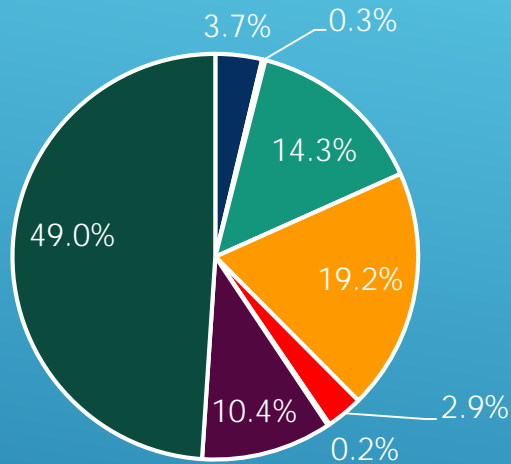
32% Diverse

*Rancho Santiago, Coast, SOCCCD

NOCCCD vs. LOCAL CC: FACULTY

2017-2018

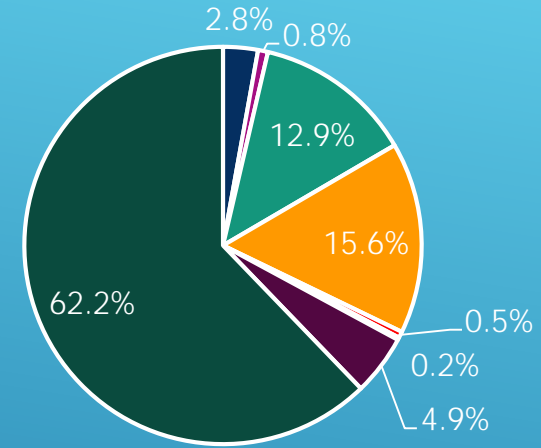
NOCCCD Faculty



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

41% Diverse

Local CC * Faculty



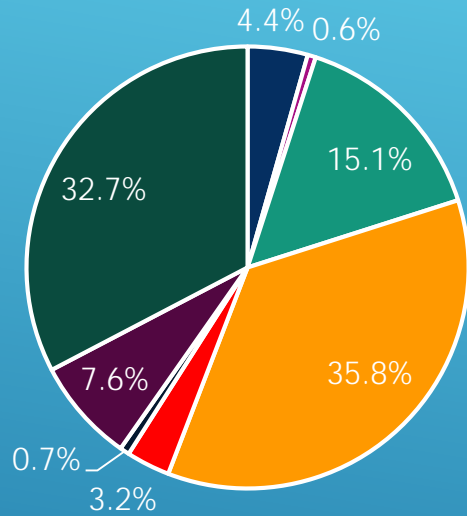
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

33% Diverse *Rancho Santiago, Coast, SOCCCD

NOCCCD vs. LOCAL CC: CLASSIFIED

2017-2018

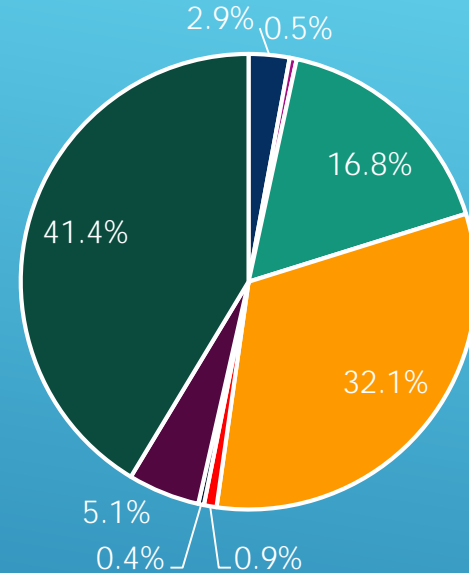
NOCCCD Classified



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

60% Diverse

Local CC * Classified



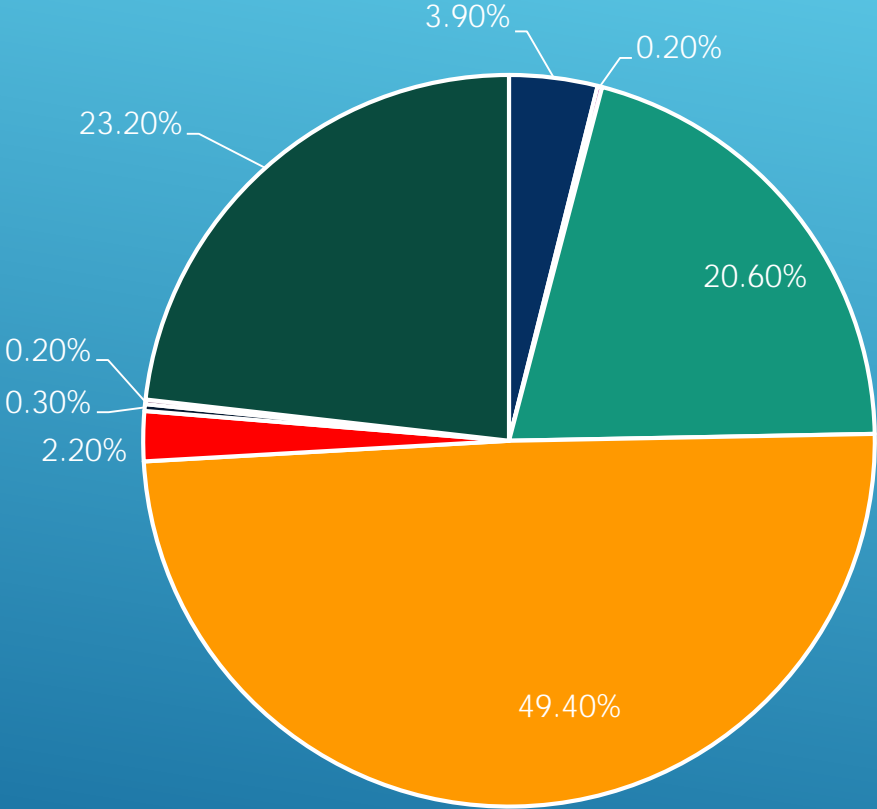
- African-American
- American Indian/Alaskan Native
- Asian
- Latino/Hispanic
- Multi-Ethnicity
- Pacific Islander
- Unknown
- White Non-Hispanic

54% 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

AssocOfBlackSociologists.org

CASBO

CCCRegistry.org

Chronicle of Higher Education

CommunityCollegeJobs.com

DiverseEducation.com

EdJoin.com

HACU.net

HigherEdJobs.com

HireVeterans.com

InsideHigherEd.com

MinorityNurse.com

NAHNnet.org

NOCCCD Website


NonProfitTalent.com

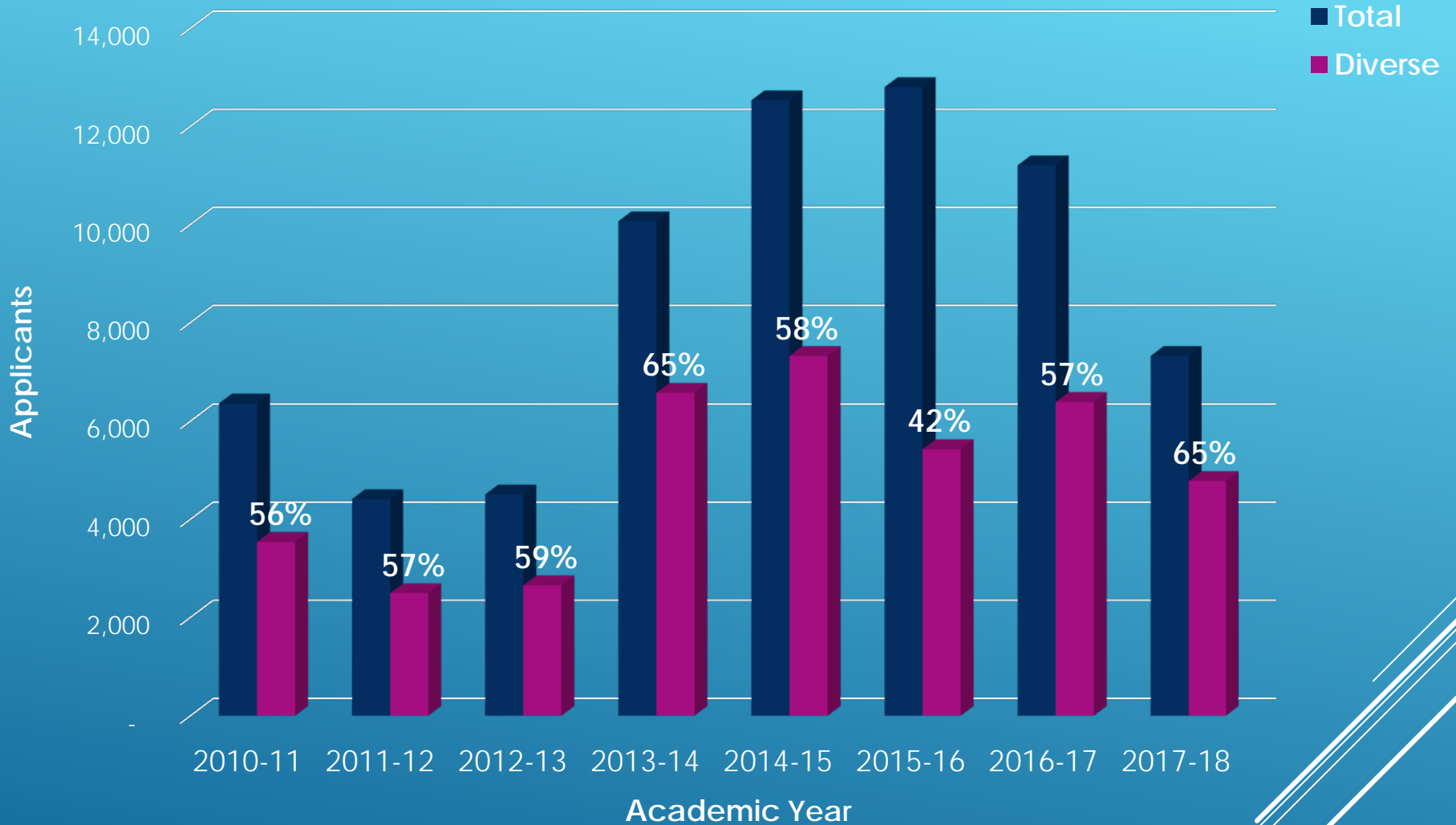
SHRM.org

- SoCal HERC soon to be added
- Sample list – does not represent all recruitment efforts

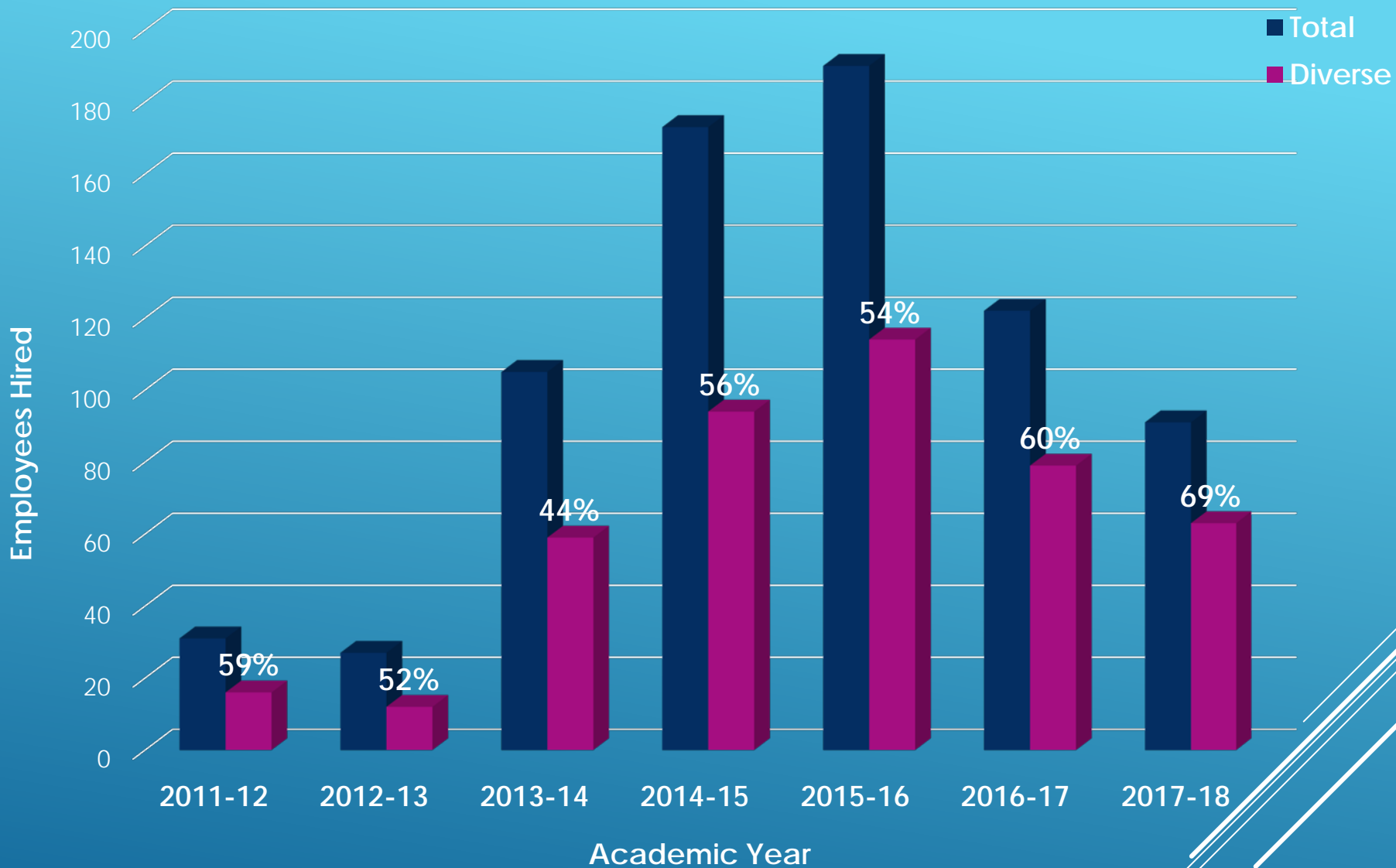
NOCCCD

APPLICANT & NEW HIRE
DEMOGRAPHICS

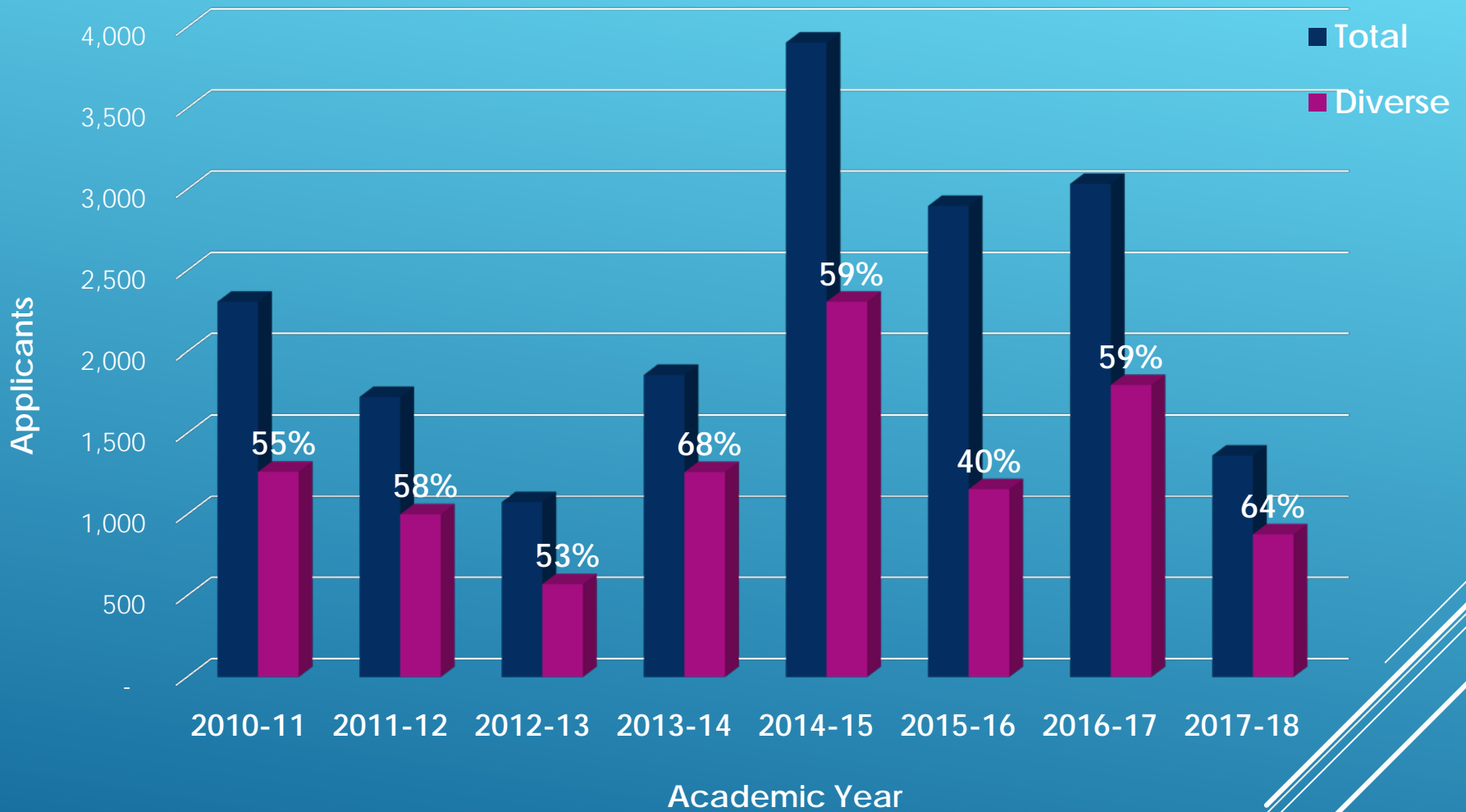




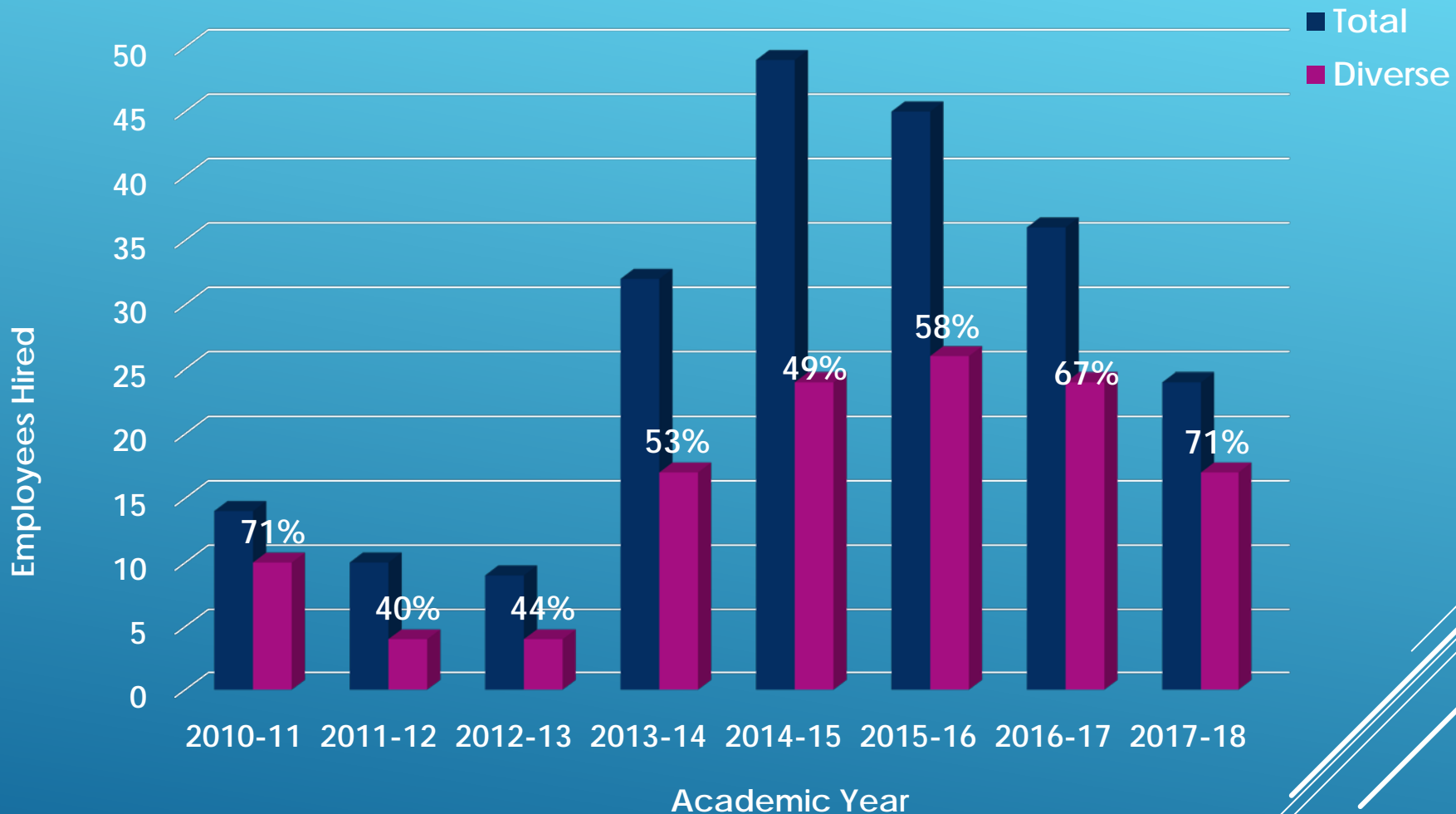
DISTRICT-WIDE: ALL APPLICANTS



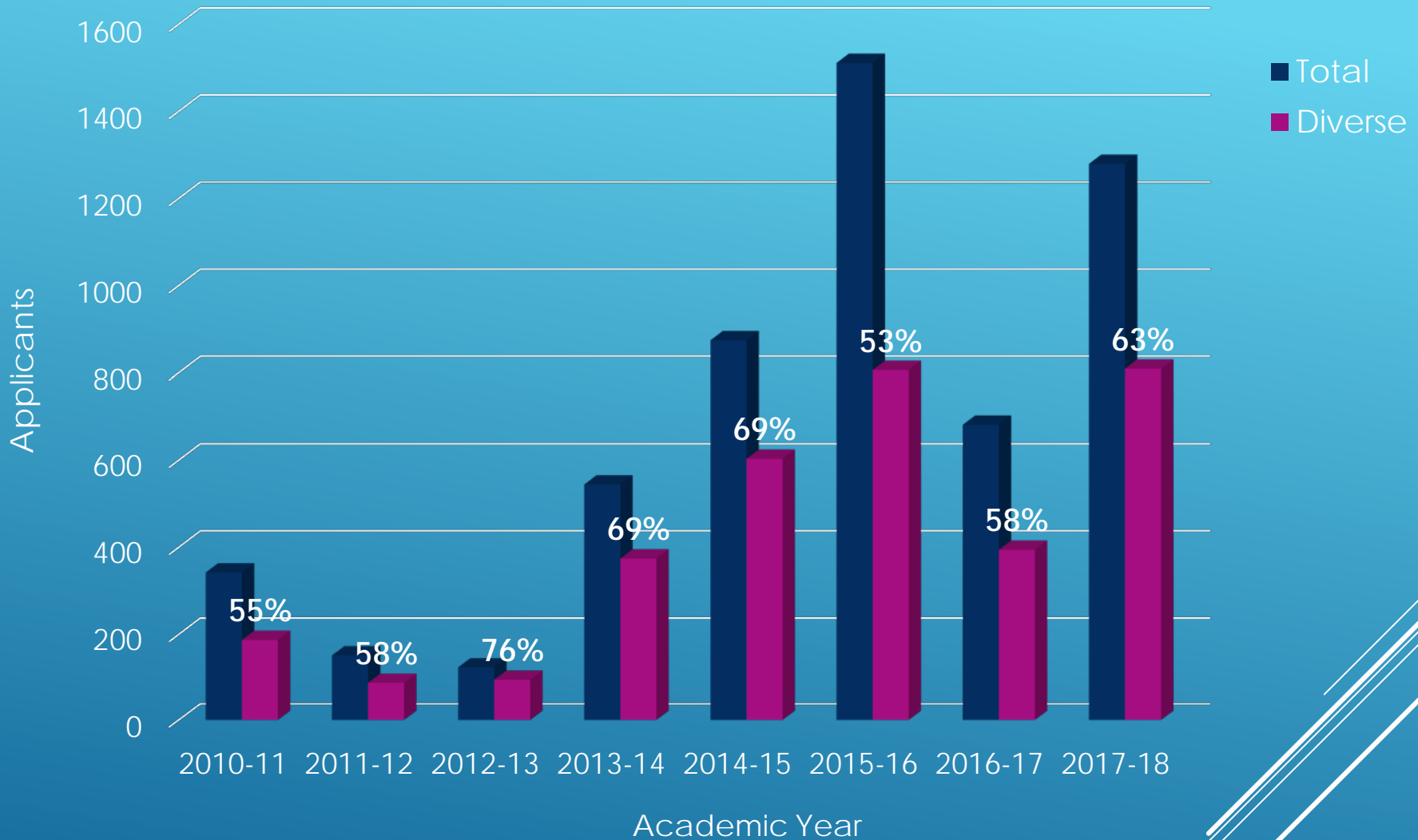
DISTRICT-WIDE: HIRED



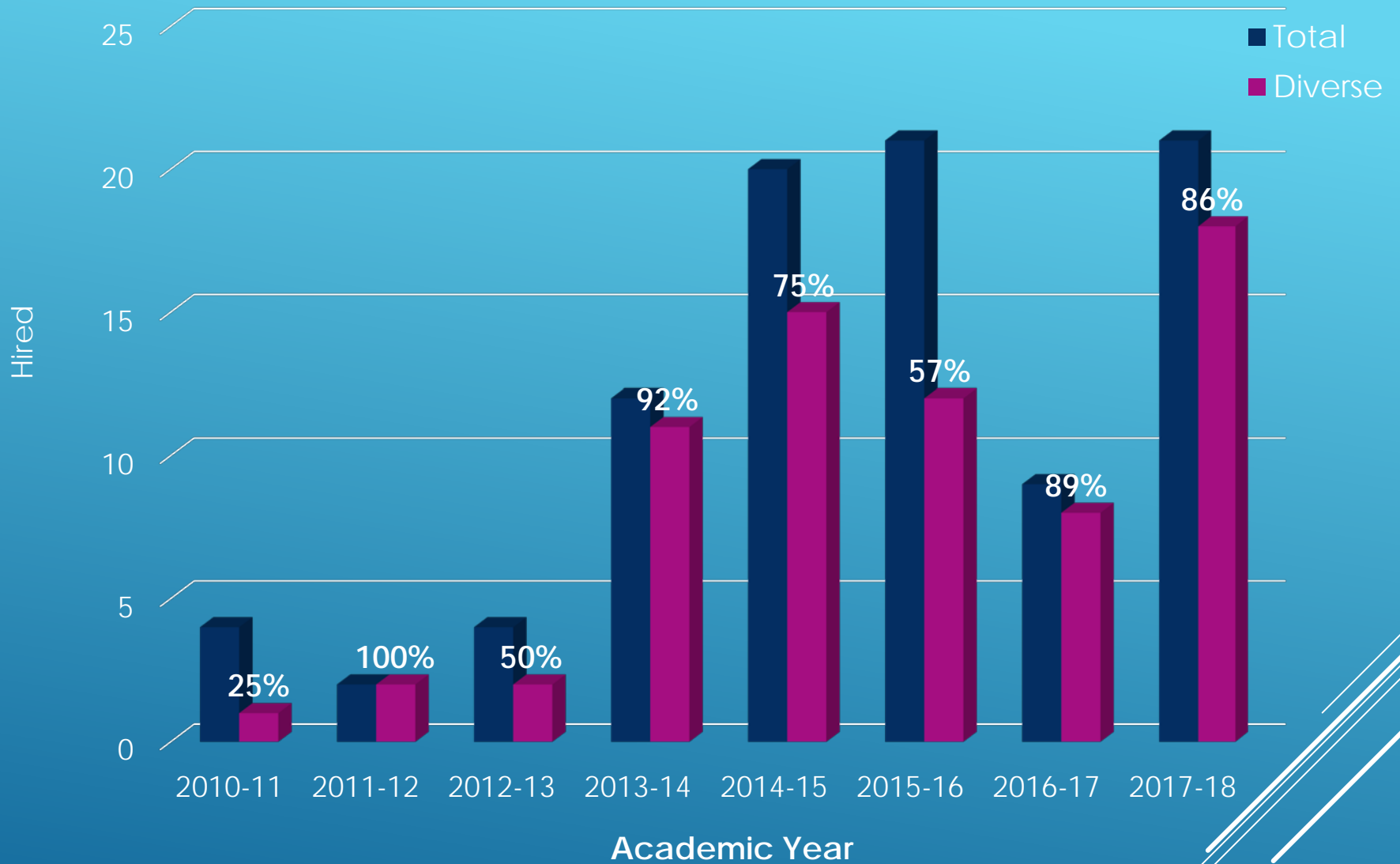
CYPRESS COLLEGE: ALL APPLICANTS



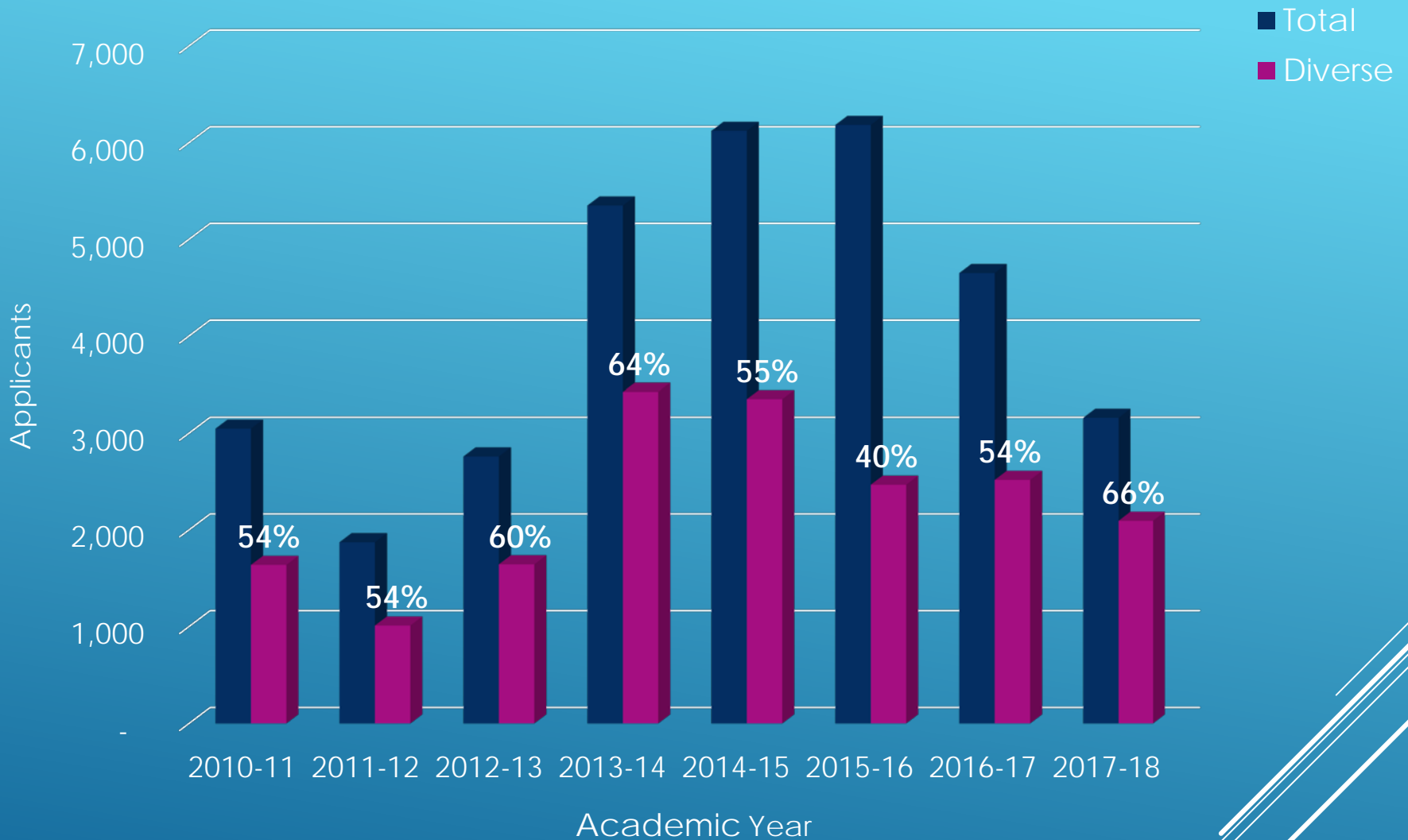
CYPRESS COLLEGE: HIRED



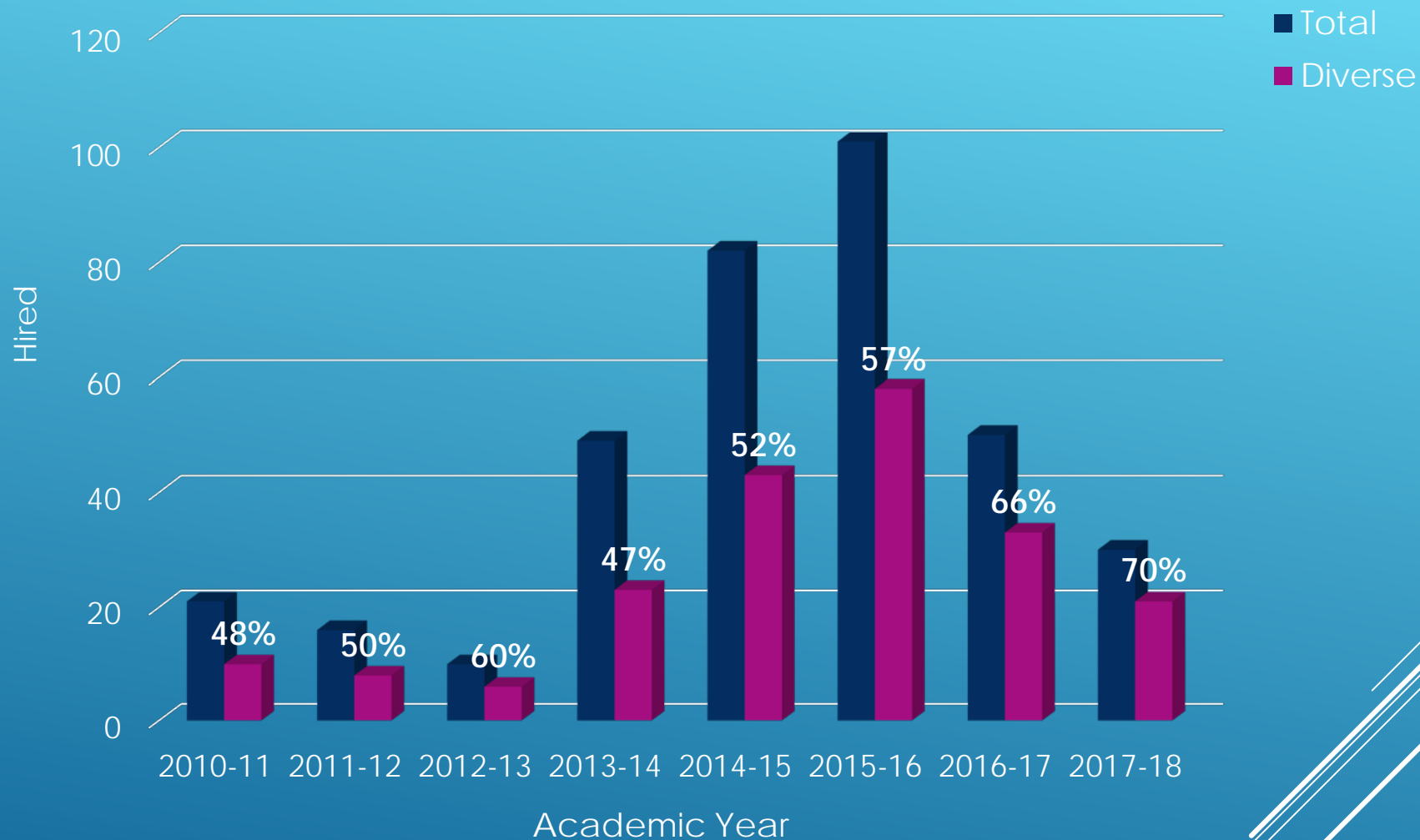
DISTRICT SERVICES: ALL APPLICANTS



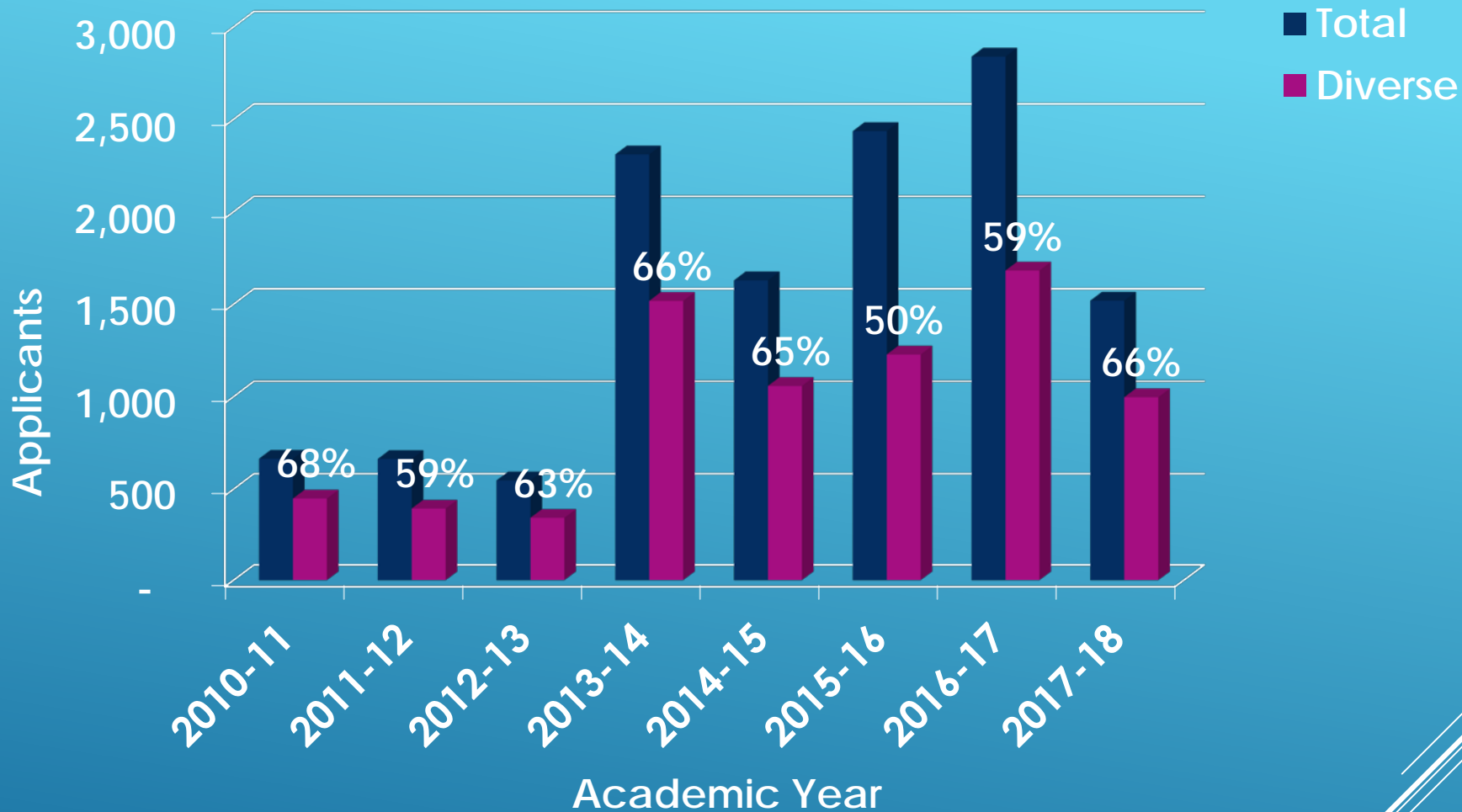
DISTRICT SERVICES: HIRED



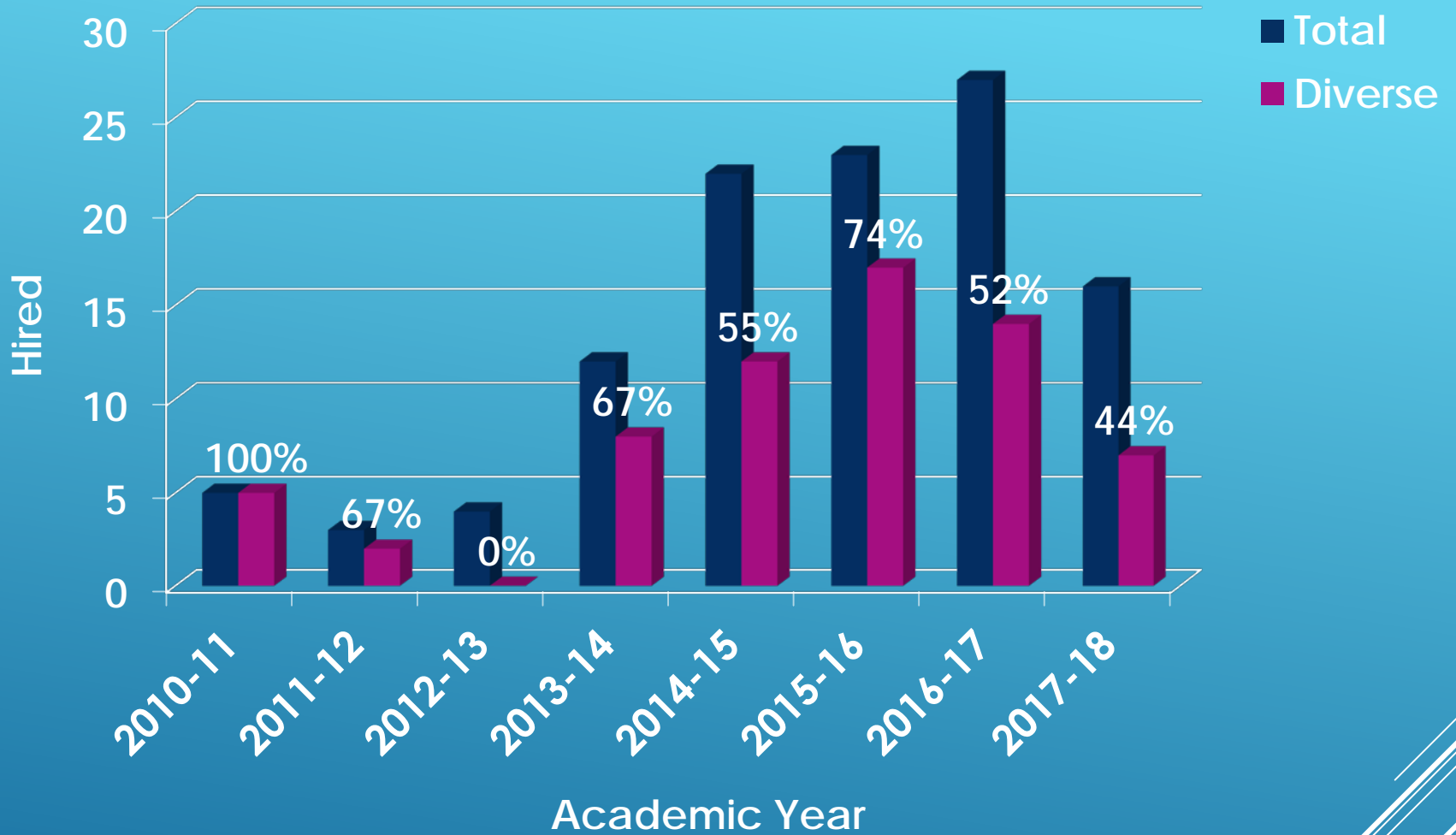
FULLERTON COLLEGE: ALL APPLICANTS



FULLERTON COLLEGE: HIRED



NORTH ORANGE CONTINUING EDUCATION: ALL APPLICANTS

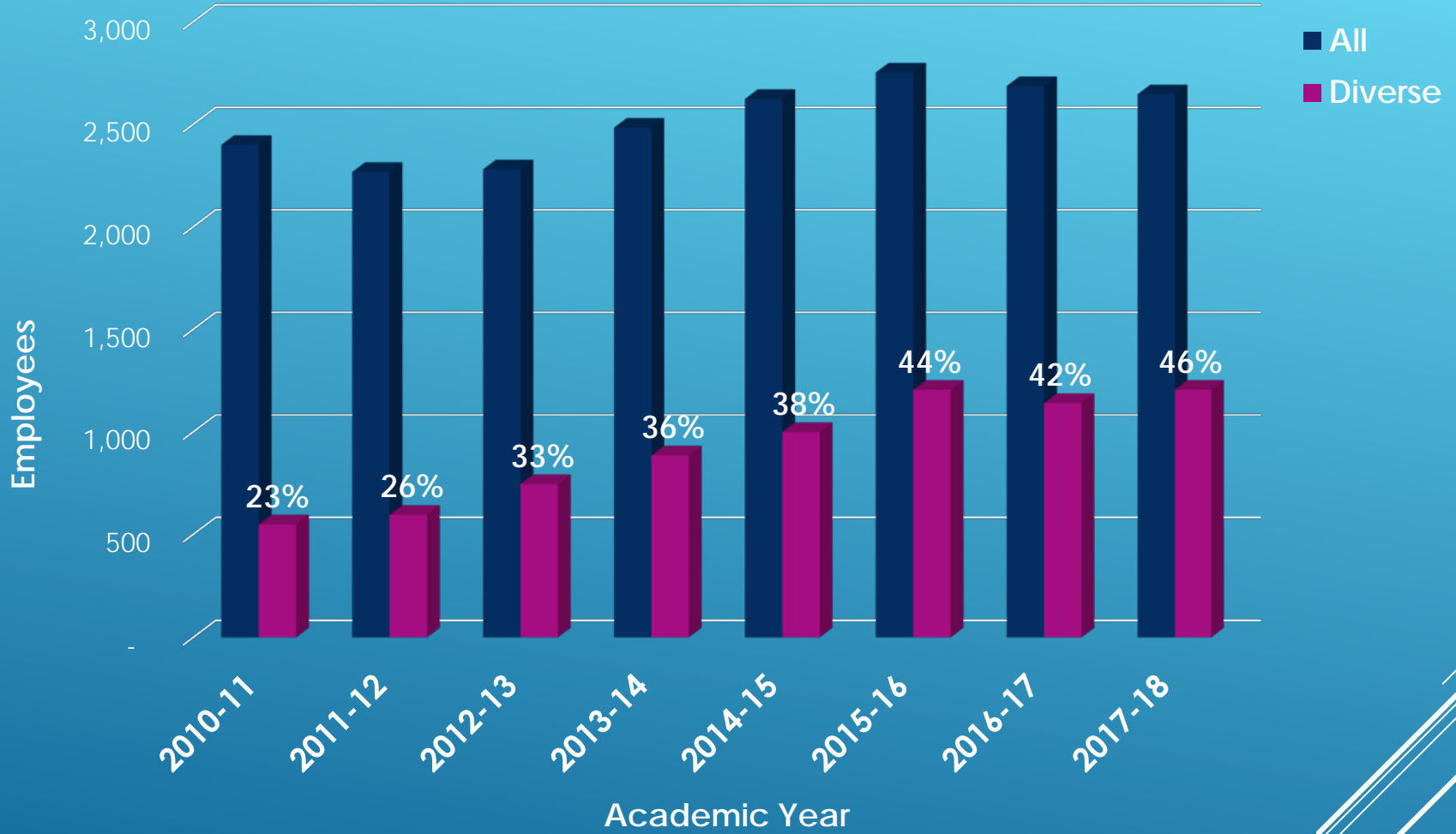


NORTH ORANGE CONTINUING EDUCATION: HIRED

NOCCCD

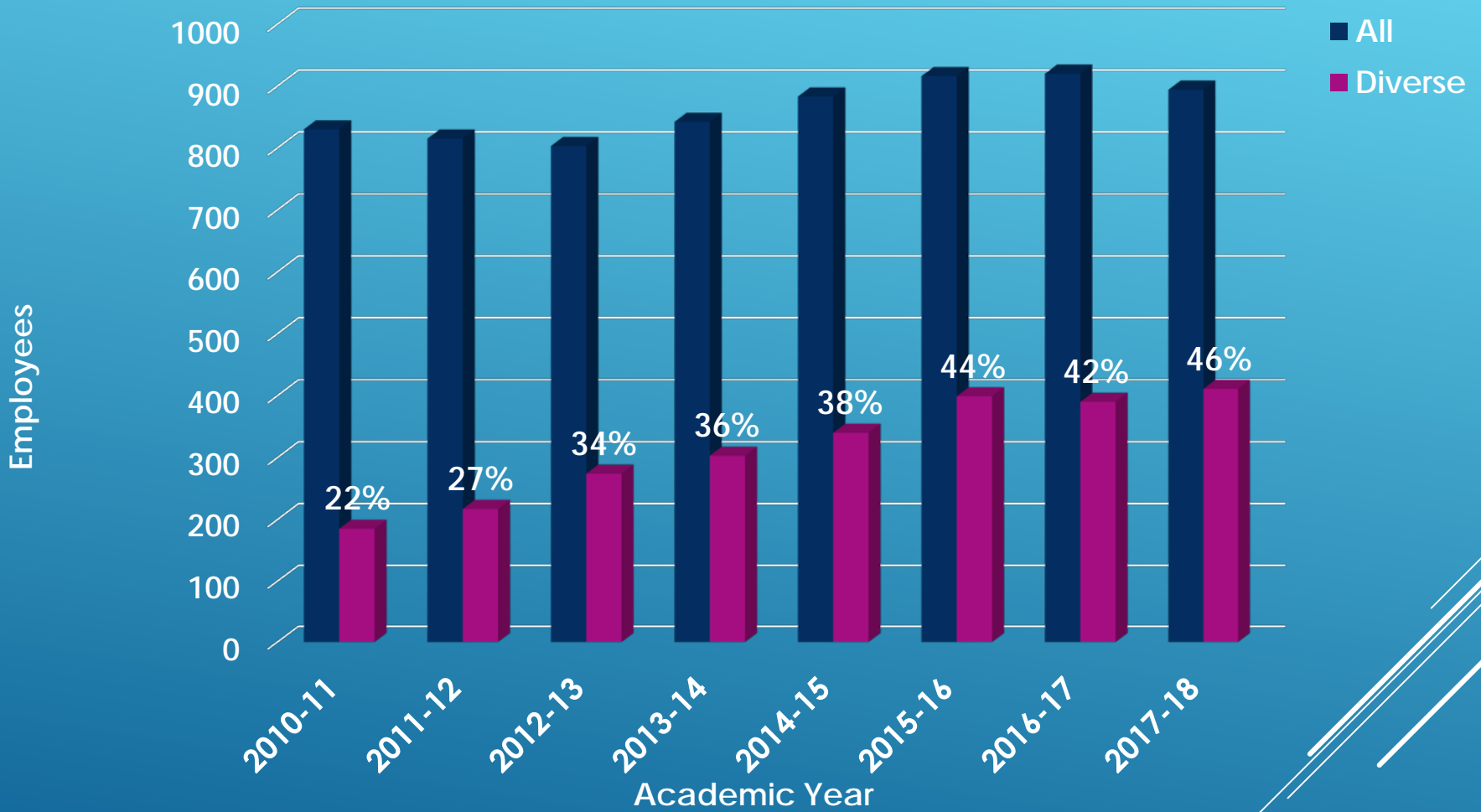
EMPLOYEE
DEMOGRAPHICS



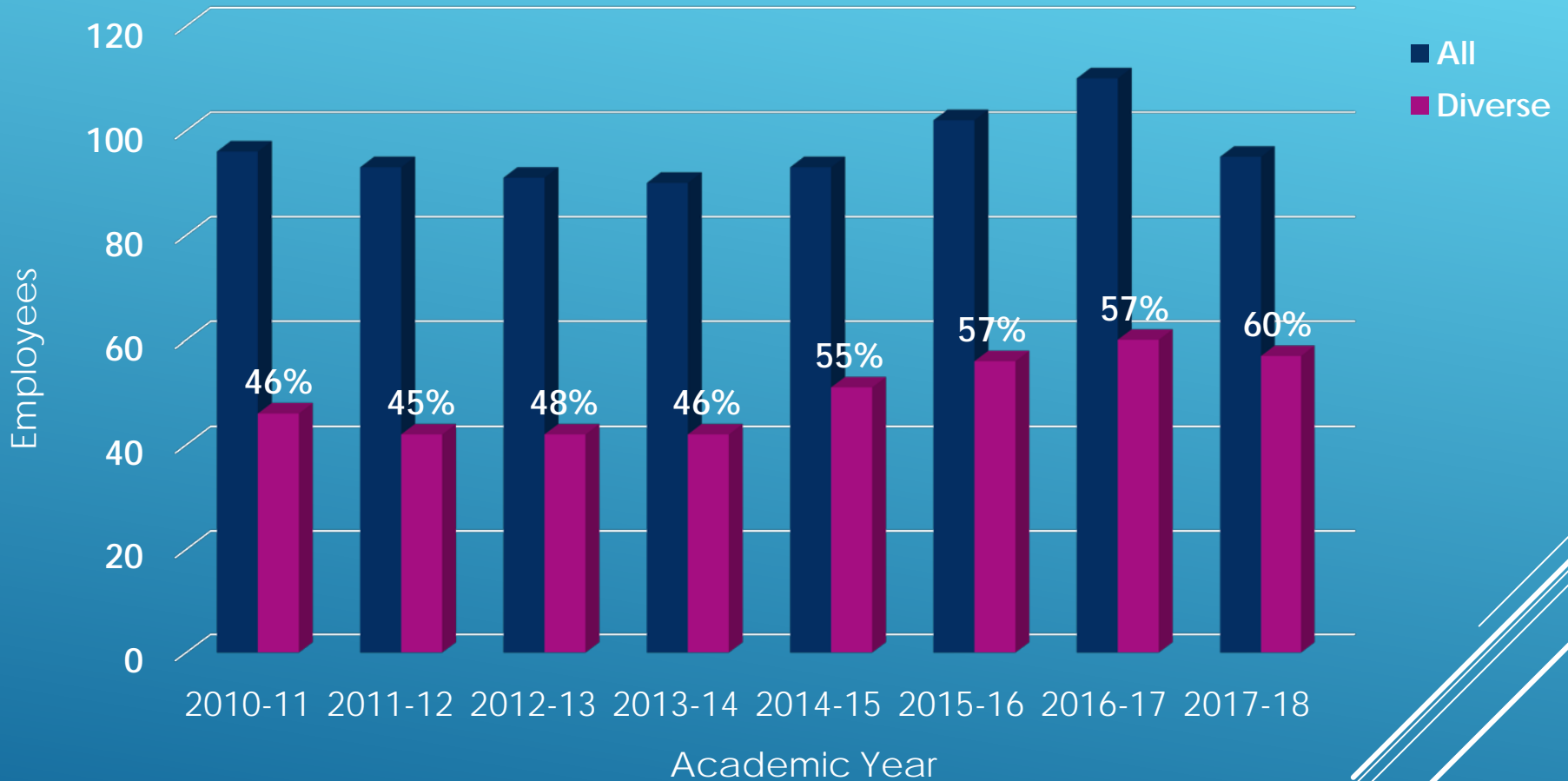


DISTRICT-WIDE: EMPLOYEES

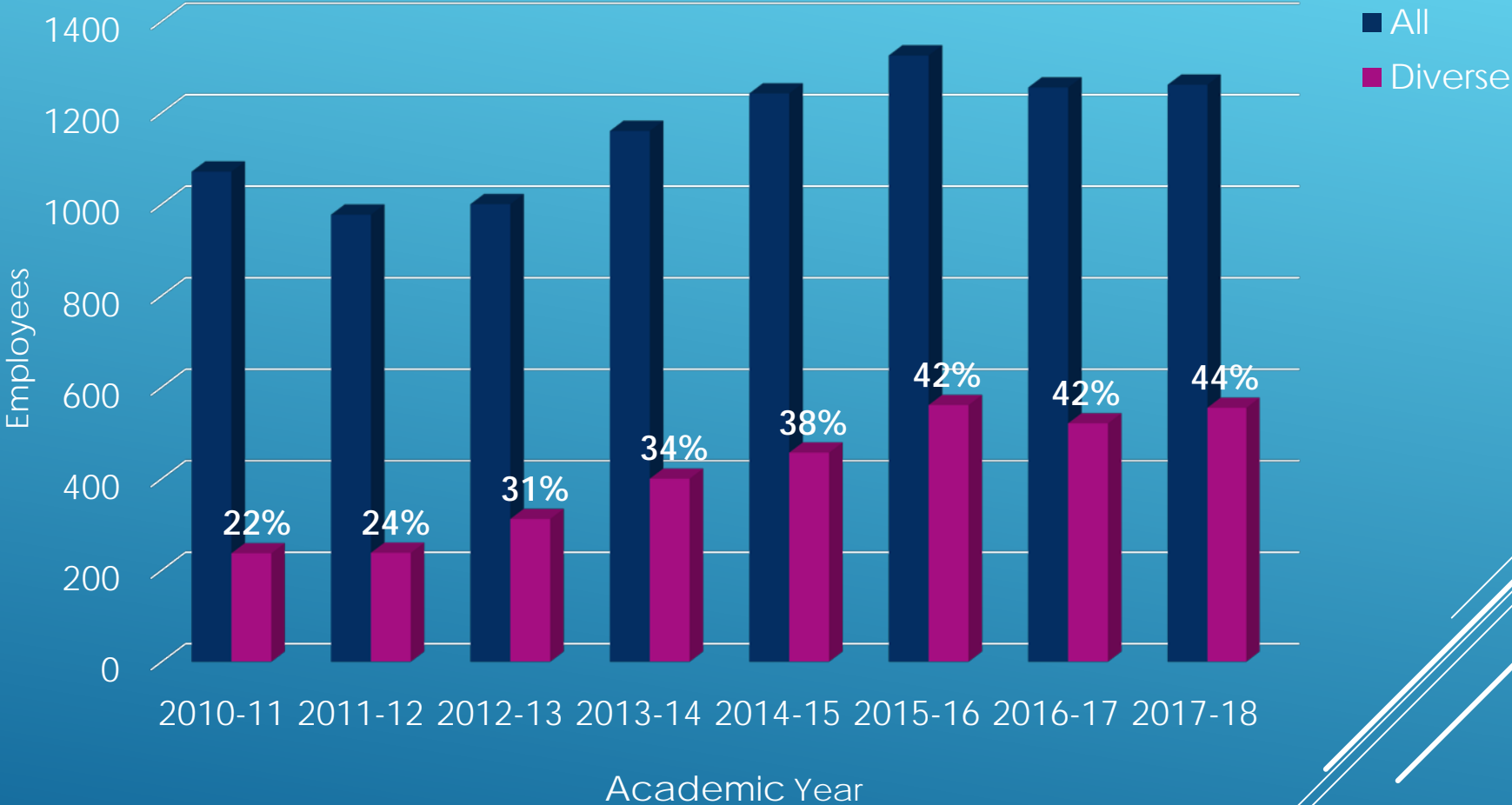
CYPRESS COLLEGE – EMPLOYEES



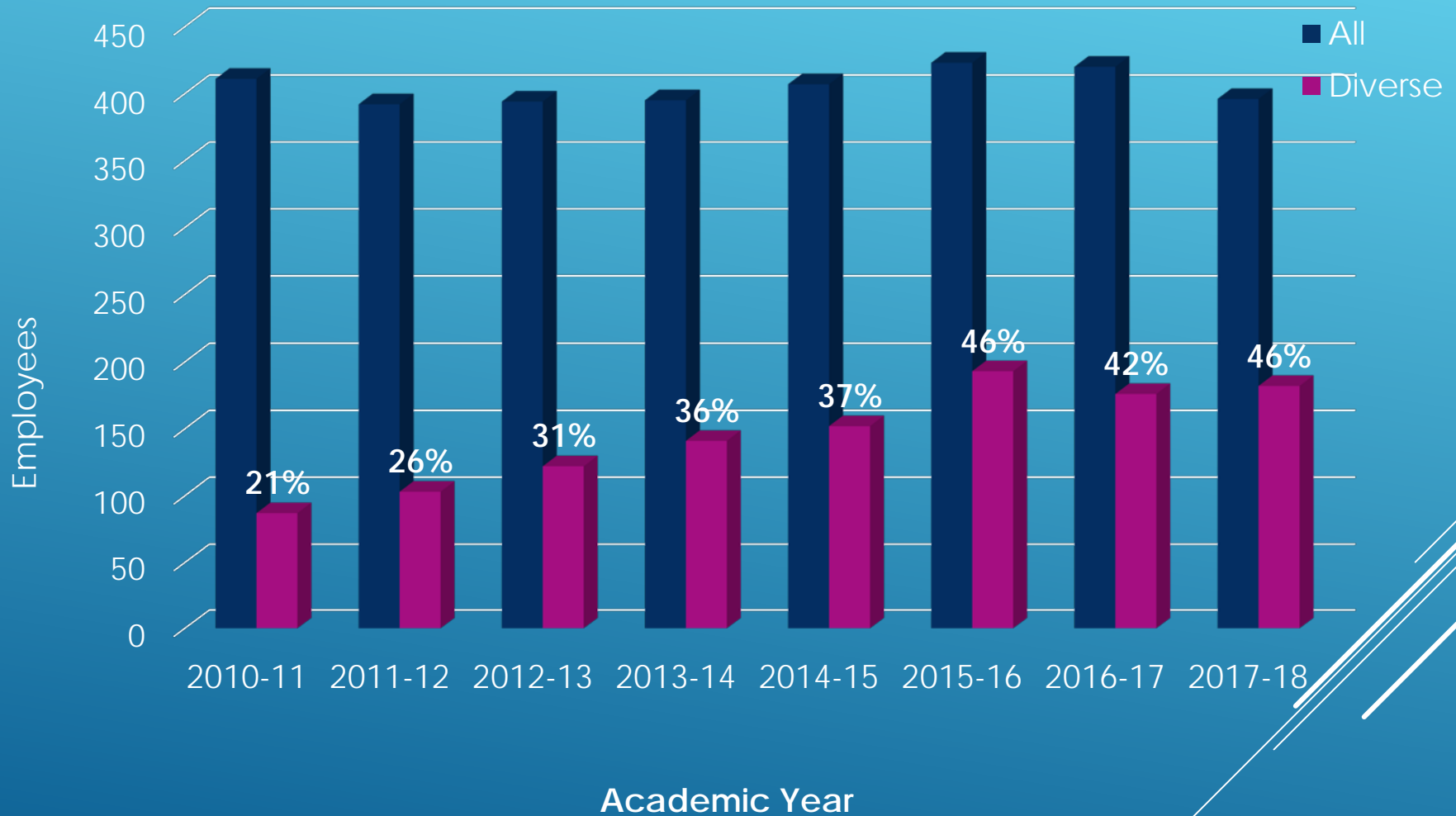
DISTRICT SERVICES – EMPLOYEES



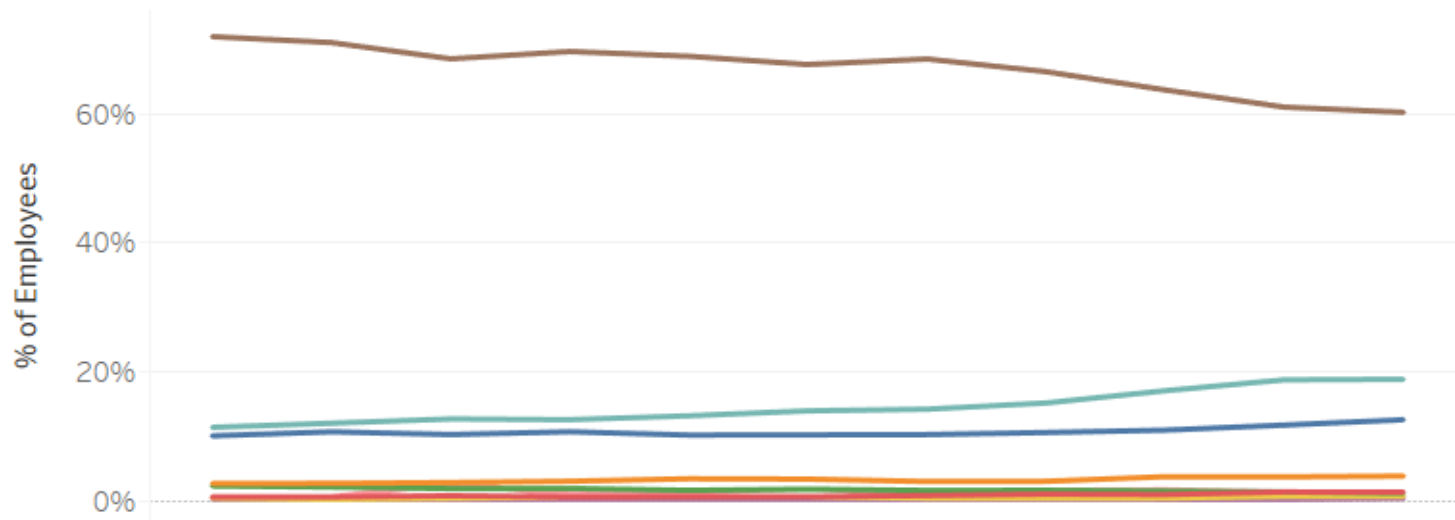
FULLERTON COLLEGE – EMPLOYEES



NORTH ORANGE CONTINUING EDUCATION – EMPLOYEES



DISTRICT-WIDE FULLTIME FACULTY ETHNICITY (%)



	Year										
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Asian	10.0%	10.7%	10.2%	10.7%	10.2%	10.2%	10.2%	10.6%	10.9%	11.7%	12.5%
Black	2.7%	2.7%	2.8%	3.0%	3.4%	3.3%	3.0%	3.0%	3.7%	3.7%	3.8%
Filipino	0.6%	0.6%	0.7%	0.6%	0.6%	0.6%	0.8%	1.0%	0.9%	1.3%	1.3%
Hispanic	11.4%	12.0%	12.7%	12.5%	13.1%	13.9%	14.2%	15.1%	17.0%	18.7%	18.8%
Native	2.3%	2.1%	1.9%	1.9%	1.6%	1.8%	1.6%	1.6%	1.5%	1.3%	1.2%
Other	0.4%	0.2%	0.4%	0.6%	0.6%	0.6%	0.4%	0.4%	0.4%	0.7%	0.7%
Pacific Isl	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.2%	0.3%
Unknown	0.6%	0.6%	2.6%	0.9%	1.4%	1.8%	1.2%	1.6%	1.7%	1.3%	1.2%
White	72.0%	71.0%	68.5%	69.7%	68.9%	67.6%	68.5%	66.5%	63.7%	61.0%	60.2%
	528	525	537	534	502	510	508	502	540	598	606

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

NOCCCD EEO6 OCCUPATIONAL CATEGORY DISTRICT-WIDE 2017

		Year		Administrat..	Faculty	Clerical	Technical	Skilled Crafts	Maintenance
1/1/2017	1/1/2017								
AI	Female	6		0.1%	1.4%				0.7%
	Male	3		0.2%					
Asian	Female	192		9.3%	7.3%	10.0%	8.1%		0.7%
	Male	149		5.6%	5.6%	2.4%	7.7%	10.0%	6.6%
Black	Female	68		4.6%	2.4%	5.2%	2.3%		0.7%
	Male	36		0.9%	1.4%	0.5%	0.8%		4.4%
Filipino	Female	24		0.9%	0.7%	2.4%	1.5%		
	Male	15		1.9%	0.5%		1.2%		
Latinx	Female	359		11.1%	11.0%	29.5%	23.6%	5.0%	9.5%
	Male	263		10.2%	8.3%	3.8%	11.2%	35.0%	36.5%
NHPI	Female	3			0.1%		0.4%		
	Male	5			0.1%		1.2%		0.7%
Two or More	Female	51		0.9%	1.9%	2.4%	2.7%		0.7%
	Male	31		0.9%	1.2%	1.0%	1.2%		1.5%
Unknown	Female	135		3.7%	6.0%	4.3%	1.9%		2.2%
	Male	118			4.4%	0.5%	3.1%	15.0%	15.3%
White	Female	636		24.1%	25.8%	33.8%	17.4%		0.7%
	Male	552		25.9%	23.2%	2.9%	15.8%	35.0%	19.7%
Grand Total		2,646		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
				108	1,912	210	259	20	137

NOCCCD EEO6 OCCUPATIONAL CATEGORY CYPRESS COLLEGE 2017

Year			Administrat..	Faculty	Clerical	Technical	Skilled Crafts	Maintenance
1/1/2017	1/1/2017	Ⓞ						
AI	Female	1			1.6%			
Asian	Female	73	7.4%	8.4%	12.9%	10.6%		
	Male	65	14.8%	7.0%	1.6%	9.1%	15.4%	8.8%
Black	Female	24		2.7%	6.5%	1.5%		1.8%
	Male	16	3.7%	1.5%				8.8%
Filipino	Female	8		0.9%	1.6%	1.5%		
	Male	8	3.7%	1.0%				
Latinx	Female	93	7.4%	9.7%	21.0%	18.2%	7.7%	
	Male	88	7.4%	8.4%		1.5%	15.4%	47.4%
NHPI	Female	2		0.3%				
	Male	2				1.5%		1.8%
Two or More	Female	19		2.2%	3.2%	3.0%		
	Male	12		1.6%		1.5%		
Unknown	Female	39	7.4%	4.2%	8.1%	3.0%		3.5%
	Male	44		4.5%	1.6%	6.1%	23.1%	10.5%
White	Female	208	22.2%	23.9%	40.3%	25.8%		
	Male	192	25.9%	23.6%	1.6%	16.7%	38.5%	17.5%
Grand Total		894	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
			27	669	62	66	13	57

NOCCCD EEO6 OCCUPATIONAL CATEGORY FULLERTON COLLEGE 2017

		Year								
		1/1/2017	1/1/2017							
				Administrat..	Faculty	Clerical	Technical	Skilled Crafts	Maintenance	
AI	Female	4			0.2%	1.1%			1.5%	
	Male	3			0.3%					
Asian	Female	80			6.6%	6.8%	9.1%		1.5%	
	Male	65		2.5%	5.4%	2.3%	7.4%		3.1%	
Black	Female	27		7.5%	1.7%	4.5%	3.3%			
	Male	15			1.4%		0.8%		1.5%	
Filipino	Female	9		2.5%	0.4%	2.3%	1.7%			
	Male	5		2.5%	0.2%		1.7%			
Latinx	Female	175		10.0%	11.4%	30.7%	22.3%		15.4%	
	Male	133		15.0%	8.8%	5.7%	13.2%	66.7%	29.2%	
NHPI	Female	1					0.8%			
	Male	3			0.1%		1.7%			
Two or More	Female	21		2.5%	1.5%	3.4%	1.7%		1.5%	
	Male	14		2.5%	1.1%	1.1%	0.8%		1.5%	
Unknown	Female	36			3.3%	2.3%	1.7%		1.5%	
	Male	58			4.3%		2.5%		23.1%	
White	Female	307		17.5%	26.4%	37.5%	15.7%			
	Male	305		37.5%	27.0%	2.3%	15.7%	33.3%	20.0%	
Grand Total		1,261		100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
				40	941	88	121	6	65	

NOCCCD EEO6 OCCUPATIONAL CATEGORY NOCE 2017

		Year		Administrat..	Faculty	Clerical	Technical	Maintenance
1/1/2017	1/1/2017							
Asian	Female	28		5.9%	7.0%	13.6%	5.8%	
	Male	11			3.0%		1.9%	33.3%
Black	Female	17		11.8%	3.6%	13.6%	1.9%	
	Male	3			1.0%			
Filipino	Female	6			1.3%	4.5%	1.9%	
	Male	1			0.3%			
Latinx	Female	71		17.6%	12.6%	40.9%	40.4%	
	Male	31		5.9%	6.3%		21.2%	
Two or More	Female	11			2.6%		5.8%	
	Male	3			0.7%		1.9%	
Unknown	Female	58		5.9%	18.2%	4.5%	1.9%	
	Male	15			5.0%			
White	Female	106		41.2%	28.1%	22.7%	15.4%	33.3%
	Male	35		11.8%	10.3%		1.9%	33.3%
Grand Total		396		100.0%	100.0%	100.0%	100.0%	100.0%
				17	302	22	52	3

NOCCCD EEO6 OCCUPATIONAL CATEGORY DISTRICT SERVICES 2017

Year
1/1/2017 1/1/2017
————— ⊕

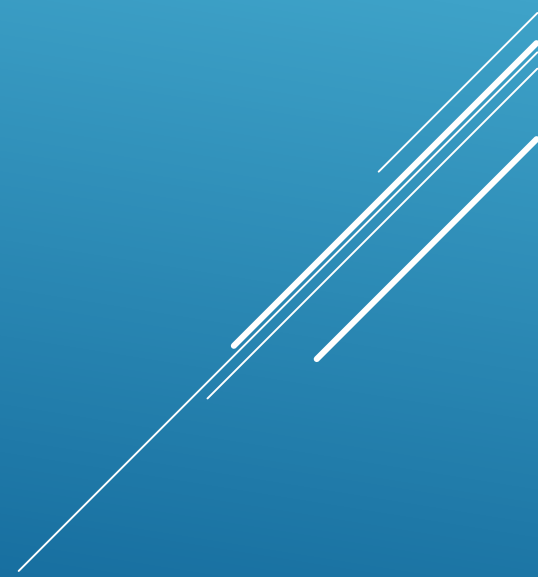
			Administrat..	Clerical	Technical	Skilled Crafts	Maintenance
AI	Female	1		2.6%			
Asian	Female	11	29.2%	10.5%			
	Male	8	4.2%	5.3%	20.0%		8.3%
Black	Male	2		2.6%	5.0%		
Filipino	Female	1		2.6%			
	Male	1			5.0%		
Latinx	Female	20	12.5%	34.2%	5.0%		25.0%
	Male	11	8.3%	7.9%	5.0%	100.0%	33.3%
Two or M..	Male	2		2.6%			8.3%
Unknown	Female	2	4.2%	2.6%			
	Male	1			5.0%		
White	Female	15	25.0%	21.1%	5.0%		
	Male	20	16.7%	7.9%	50.0%		25.0%
Grand Total		95	100.0%	100.0%	100.0%	100.0%	100.0%
			24	38	20	1	12

Highlights of disaggregated faculty data by:

- Academic Division
 - Sex
 - Race
 - Ethnicity
- 

NOCCCD


COMMITMENT TO
DIVERSITY (2017-18)



DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY (DISTRICT-WIDE)

- Development of new Future Instructor Training Program
- CCCO EEO Funds Granted (\$50,000)
- Implemented Diversity and Inclusion Faculty Fellow Program
- “Hire Me” workshops – new component: classified and management positions
- Inclusive Excellence Curriculum Development Seminar (week long)
- Mandatory EEO Representative and hiring committee training for all managers and EEO representatives
- Expanded EEO Representative Committee Training
- Increased diversity efforts in the application process
- CUE: Equity in Faculty Hiring Institute (10 District employees attended) – Resulted in a list of recommendations
- Changed job announcement to emphasize diversity and equity
- NCORE Conference (10 district employees attended)

DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY (DISTRICT-WIDE)

- ✓ ATIXA Training (approx. 10 District employees attended)
 - ✓ Developed Title IX brochures in English and Spanish
 - ✓ Developed Title IX MOU with Anaheim Police Department
 - ✓ Compliance Workshops and Trainings on : Discrimination and Harassment Prevention, Title IX, EEO/Diversity hiring guidelines, EEO Representative Training
 - ✓ P.I.E. Series: Four Skills of Cultural Competence, Community Cultural Wealth and Funds of Knowledge, EEO, Equity v. Equality, DACA, AB540, How to Prepare for ICE on Campus, Immigrant's Rights, Hiring practices Workshop for adjunct faculty, The Diversity Framework, "The Latino Threat" Dr. Chavez
 - ✓ Title IX and Harassment & Discrimination Prevention Training provided to all new hires
 - ✓ Field Trip to the Museum of Tolerance
 - ✓ Field Trip to California African American Museum and Japanese American National Museum
 - ✓ Catalyst grant: awarded \$250,000 for first year
 - ✓ Continued support of the Faculty and Staff Associations
 - ✓ Timely and thorough investigations of complaints
- 

CYPRESS COLLEGE

2017-18 DIVERSITY ACTIVITIES

SEPTEMBER

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

OCTOBER

- Disabilities Awareness Month
- DSS Workshop: Supporting Students with Disabilities
- DSS Workshop: Autism & College
- DSS Open House
- Cultural Humility Core Principals: Dr. Veronica Neal

NOVEMBER

- Native American Heritage Month
- International Education Week
- Agents of Change: Dr. Veronica Neal

DECEMBER

- AIDS Awareness
- Kwanza Awareness

JANUARY

- Japanese & Chinese New Year

FEBRUARY

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

MARCH

- Women's Recognition Month
- Kindercaminata
- Creating a Call-in Culture: Dr. Veronica Neal

APRIL

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

MAY

- Asian Pacific Islander Heritage Month
- Religious Diversity Awareness
- Action Planning & Program Review: Dr. Veronica Neal

JUNE

- Gay, Lesbian, Bisexual, and Transgender Awareness Month

FULLERTON COLLEGE

2017-18 DIVERSITY ACTIVITIES

AUGUST

- LGBTQ+ Safe Spaces in the Classroom

SEPTEMBER

- Women's Empowerment Summit
- UMOJA African Heritage Week Events
- Growth Mindset & Equity
- Grads to Be DACA Clinic
- UMOJA Black Girl Magic – A Workshop on Women's Empowerment
- Latinx Student Forum

OCTOBER

- Veterans Care Package Drive
- Latinx Heritage Tour
- Immigration Panel
- LGBTQ+ Students Forum
- Dia De Los Muertos
- Ethnic Studies Summit

NOVEMBER

- UMOJA-Black Minds MatterLatinx Heritage Tour
- Wall of Remembrance
- LGBTQ+ Students Forum
- German Club Christkindlmarkt
- Veterans Appreciation BBQ

DECEMBER

- Kwanzaa Celebration
- February
- 3rd Annual CommUNITY Day
 - African American History Month

FEBRUARY

- CommUNITY Day
- Black Students Forum & Social
- UMOJA Film Screenings
- Males Achieving Success (MAS) Conference

MARCH

- Lecture and Q&A: History & Culture of Turkey
- 8th Annual Women's Forum
- Cesar Chavez Celebration

APRIL

- Asian American Cultural Tour
- Clothesline Project
- Walk in her Heels
- Food Justice Symposium
- Toayaacan Danza Mexica
- Kindercaminata
- Worldfest!
- Jazz festival

MAY

- Chicano Blowouts Anniversary Celebration
- Supporting Men of Color Staff Development

JUNE

- Re-Entry Connect Student Success Conference

NORTH ORANGE CONTINUING EDUCATION 2017-18 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, A2Mend, ACCE Spring Conference

April

- "Dream Your Future"

MAY

- Cypress College Tour

QUESTIONS?

Thank You!



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

