

INSTITUTIONAL COMMITMENT TO DIVERSITY REPORT

November 12, 2019

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NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT:
Cypress College - Fullerton College - North Orange Continuing Education

Institutional Commitment to Diversity Report 2014-2019

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I. INTRODUCTION

The North Orange County Community College District (NOCCCD) is committed to Equal Employment Opportunity (EEO), diversity, equity, and inclusion. A diverse and inclusive workforce is essential in creating a robust academic environment in which students and employees thrive.

NOCCCD embraces diversity among its students, faculty, staff, and the community we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. In order to embrace diversity, NOCCCD acknowledges that institutional discrimination and implicit bias exist and the goal is to eradicate those vestiges from our institution. NOCCCD's commitment to diversity requires that we strive to eliminate barriers to equity and act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

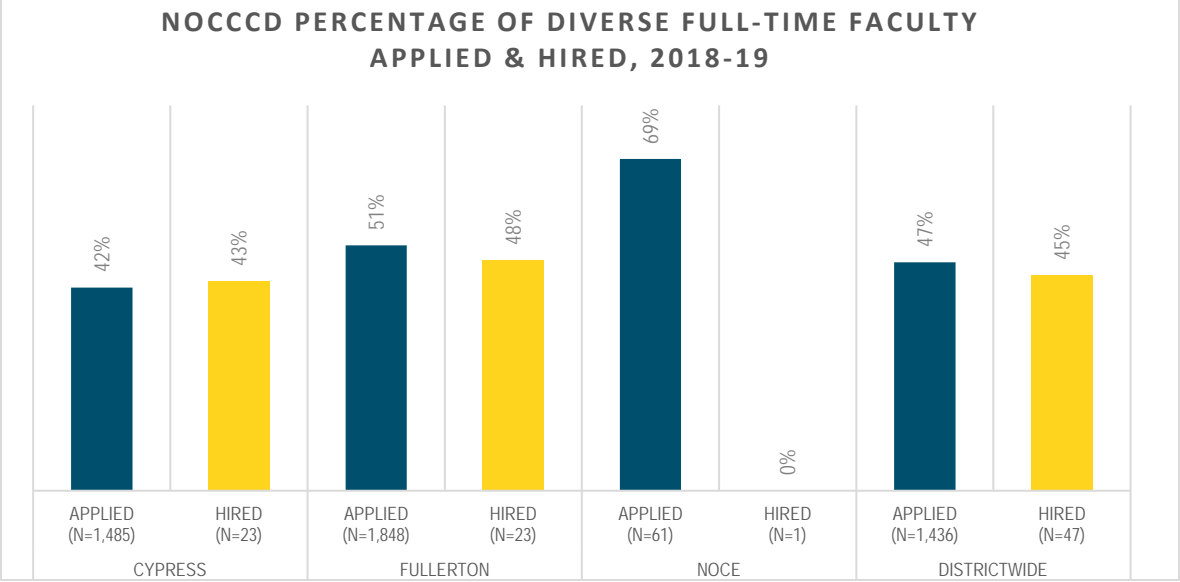
NOCCCD's 2019-2022 Equal Employment Opportunity Plan (Plan), approved by this board on June 11, 2019, provides for action steps which NOCCCD has committed to over the next three years to meet its EEO, diversity, equity, and inclusion goals. Amongst other things, the Plan requires the District Director of Diversity and Compliance to provide the Board of Trustees with this Annual Institutional Commitment to Diversity Report, with the understanding that transparency promotes shared institutional interests and inquiry.

The data in this report include snapshot and trend data. Data includes demographics of new faculty hires for fall 2019, an analysis of the diversity of NOCCCD applicants and hires, a comparison of state and local employee demographics, and the demographics of district-wide employees. The data informs NOCCCD where additional efforts should be focused and where we have been successful. This report also summarizes 2018-19 initiatives and efforts in EEO, diversity, equity, and inclusion, and provides recommendations to address areas where the data indicates a lack of diversity. In short, the trend data shows NOCCCD continues to increase employee diversity and performs above average when compared to state and local community college data. It is acknowledged that there is still room for improvement and the disaggregated data highlights areas where diversity can be improved.

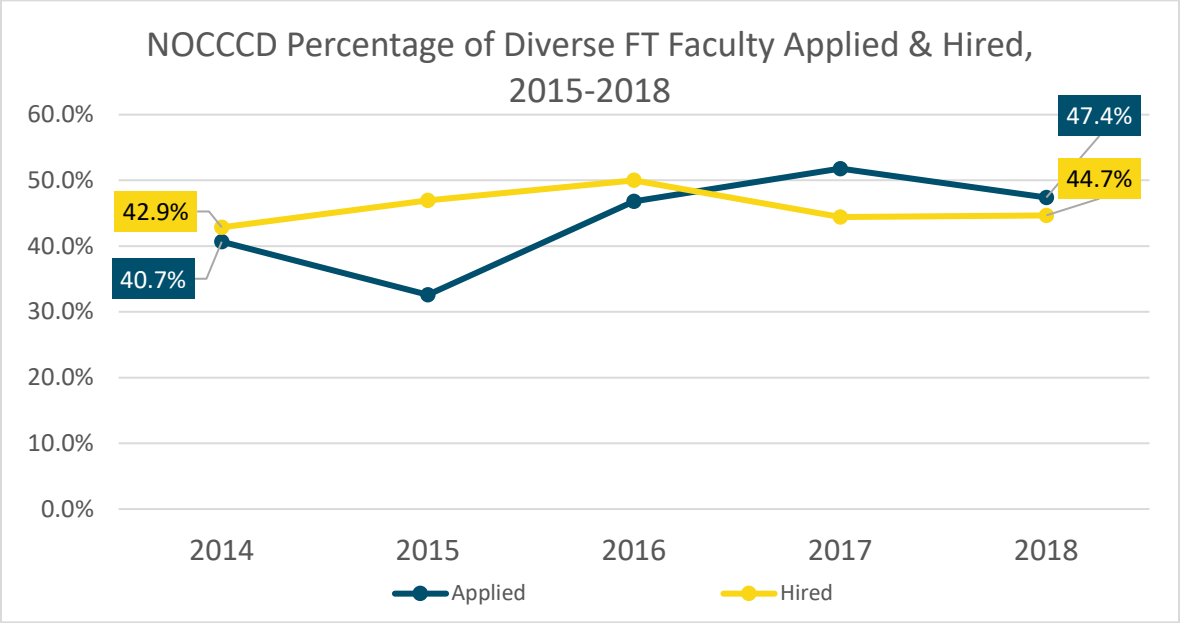
The following report is a summary of the data. The full data sets are attached as an addendum to this report.

FULL-TIME FACULTY HIRES (2018-2019)

District-wide, 47 new full-time faculty were hired, commencing fall 2019. Forty-seven percent of the new faculty **applicants** were diverse, a 4.4% percent decrease from last year (2017-18). Forty-four point seven percent of the new full-time faculty **hires** were diverse, showing a 0.3 increase from last year. In 2017-18 only 9 full-time faculty were hired.



The majority of new faculty hires come from the adjunct ranks. This trend continued in 2019. Of the new faculty hires in 2019, 72% (34/47) came from the adjunct ranks. This percentage highlights the importance of NOCCCD’s continued efforts to increase the diversity of adjunct faculty.



The percentage of diverse FT faculty **applicants** have increased 6.7% over the last five years. The percentage of diverse FT faculty **hires** have increased 1.8% over the last five years.

III. COMPARATIVE DATA

NOCCCD Student and Service Area¹ vs. Employee Ethnicity



The data shows that NOCCCD employees are not as diverse as its student population. Seventy percent of NOCCCD students are diverse as compared to 48% of NOCCCD employees. Student diversity decreased by 1% and employee diversity increased by 2% in the last year. Latinx’s make up 46.3% of the student population, but only 25.7% of the NOCCCD employee population, and 21.4% of all faculty. Whites make up 17.6% of the student population, 43.1% of NOCCCD employees, and 47.1% of faculty.

The data reflects that in NOCCCD’s service area, Latinx’s are the largest racial/ethnic group. Latinx’s make-up sixty percent of the service area under 20. The Latinx population under 20 is larger than the Latinx population over 20. In contrast White, Asian, and African American populations under twenty are smaller than their respective populations over twenty.

NOCCCD Demographics vs. State and Local Community College Demographics



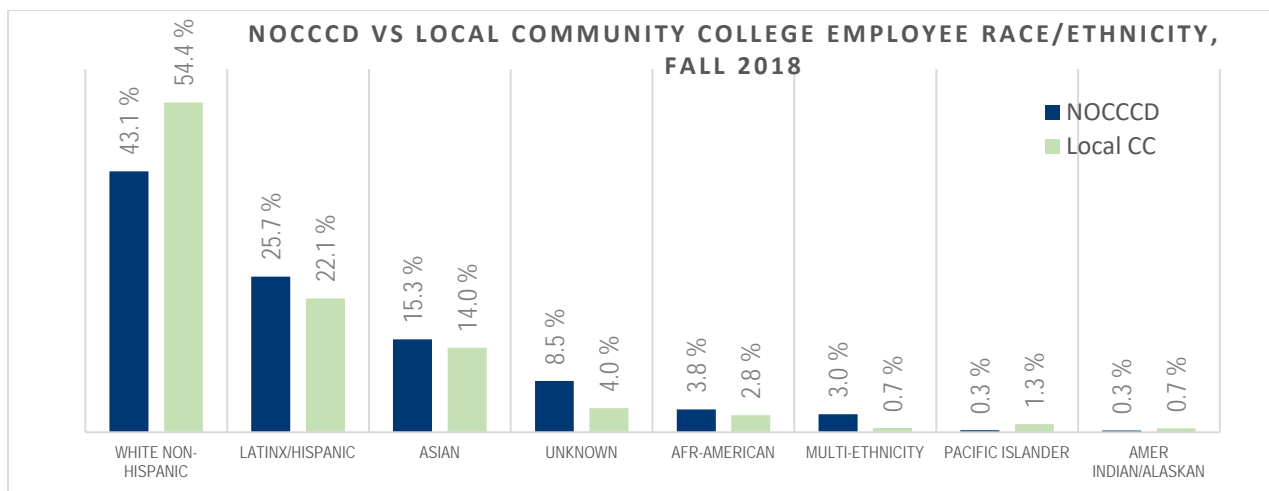
NOCCCD continues to have a more diverse employee population than both the state average for community colleges and the aggregated averages for neighboring community colleges. NOCCCD employees are 8% more diverse than the state average of 40%. The only racial/ethnic groups where NOCCCD is lower than the state average is with White employees at 43% vs 52.8%; and African Americans at 3.8% vs 6.5%.



NOCCCD continues to have more diverse employees than the aggregate of the three local community college districts of Rancho Santiago, Coast, and South Orange. Local community colleges’ aggregate average for diverse employees is 42%, compared to NOCCCD with 48%.

¹ Service Area data represent people residing in the zip codes included in the NOCCCD Service Area. Source: EMSI, Demographics Overview.

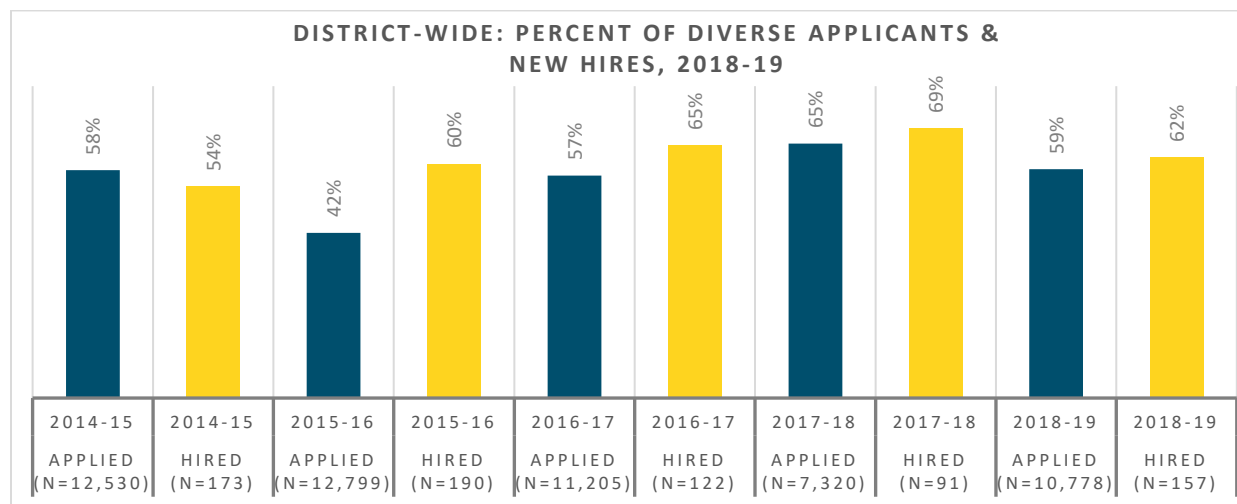
NOCCCD educational administrators are 4% percent more diverse than the local community college districts (34% vs 38%), NOCCCD faculty are 10% more diverse (34% vs 44%), and NOCCCD classified are 6% more diverse (57% vs 63%).



IV. APPLICANT AND NEW HIRE DEMOGRAPHICS (2014-15 TO 2018-19)

Applicants

NOCCCD has increasingly attracted ethnically/racially diverse applicants over the past 5 years, from 58% in 2014-15 to 59% in 2018-19 with a high of 65% in 2017-18. Although the overall trend has been upward, NOCCCD experienced a decrease of six (6) percentage points from 2017-18 to 2018-19.



Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified staff

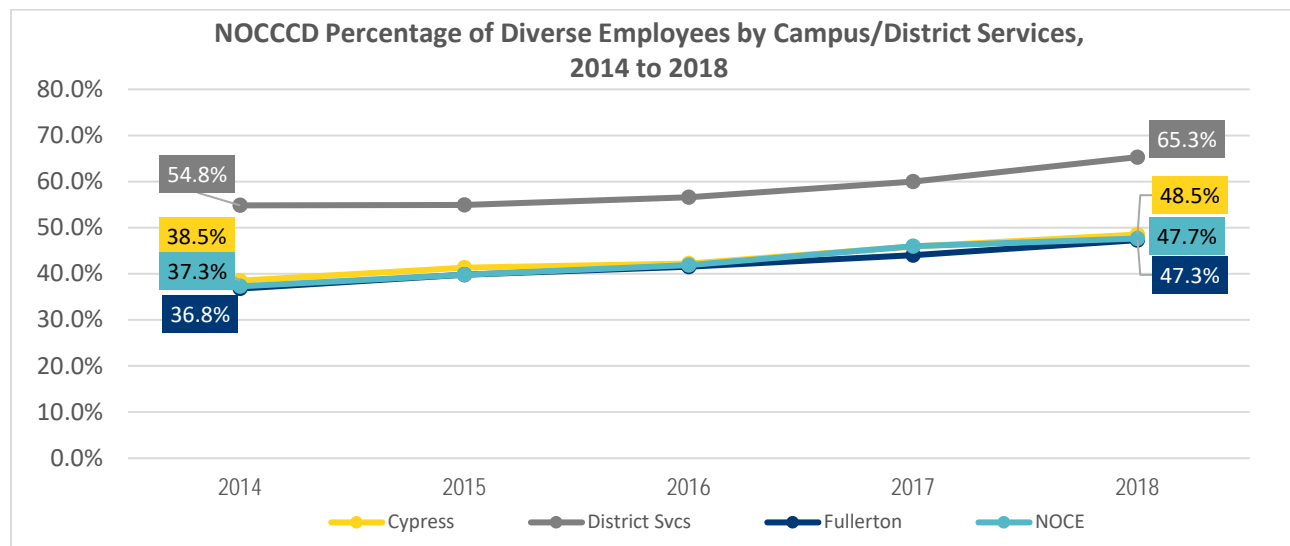
New Hires

There has been a similar upward trend in the diversity of new hires over the last 5 years, from 54% in 2014-15 to 62% in 2018-19 with a high of 69% in 2017-18, and a decrease of 7 percentage points between 2017-18 and 2018-19.

The demographics for the individual campuses show that Cypress College has had a primarily upward trend from 49% diverse hires in 2014-15 to 64% in 2018-19, with a high of 71% in 2017-18. Fullerton College has had a consistent upward trend from 52% diverse hires in 2014-15 to 58% in 2018-19, with a high of 70% in 2017-18. NOCE's diversity hires have fluctuated in the past 5 years, with a mostly upward trend in the last four years, starting at 55% in 2014-15 and ending at 63% in 2018-19, with a high of 74% in 2015-16. District Services had a significant decrease of 23 percentage points for hiring diverse new employees from 2017-18 to 2018-19, (86% to 63%). It is noted, however, District Services has the highest percentage of diverse employees at 65.3%, while the individual campuses' employee diversity ranges from 47.3% to 48.5%. District Services typically has the highest percentage of diverse new hires.

V. NOCCCD EMPLOYEE DEMOGRAPHICS

NOCCCD employee diversity has increased by about 10% over the last five years, from 38.1% in 2014 to 48.4% in 2018. District Services has had the highest percentage of racially and ethnically diverse employees at 65% as of 2018. This percentage is well above the State average and more reflective of our student population. Cypress, NOCE, and Fullerton percentages of diverse employees are 48.5%, 47.7%, and 47.3%, respectively as of 2018.



Faculty Demographics

In the last five years (2014-2018), the percentage of faculty who are White/Non-Hispanic decreased by 7.8%; the Latinx percentage increased by 6.3%; the Asian percentage increased by 2.6%; and the African-American percentage increased by 1.0%.

Sex/Gender Demographics

Females currently make up the majority of employees in NOCCCD. The percentage of female employees has increased over the last five years from 55.9% in fall 2014 to 57.2% in fall 2018. NOCE has consistently had the highest percentage of female employees, ranging from 74% in 2014 to 76% in 2018. Cypress and Fullerton each have approximately 53% females as of 2018. District Services has increased female employees from 51% in 2014 to 60% as of 2018. District-wide females continue to be represented in low numbers in Skilled Crafts at 6.3%, and Service or Maintenance at 20%. District-wide the overwhelming number of Clerical are female at 90%.

NOCCCD EEO6 Occupational Categories

The EEO6 Occupational Categories² include, Administrator/Management, Faculty, Clerical, Technical, Skilled Crafts, and Service maintenance. The data is disaggregated by race/ethnicity and gender. The addendum includes the data by District as well as by campus. Highlights include district-wide data which shows Latinx make up 50.4% of Maintenance employees and 50.1% of Skilled Craft employees, but only 24.1% of employees in the Administrator/Management category. 50.9% of those in the Administrator/Management category are White. Only 3.9% of Administrator/Management employees are Black/African American. Most Skilled Crafts employees district-wide are Latinx, White, and male. 47.2% of faculty are White, 21.3% are Latinx, and 14.9% are Asian/Pacific Islander.

Only 15% of managers at NOCE are male and 100% of clerical employees are female. NOCE has no African Americans in Technical which has 62 employees. District Services has no African American employees who are Administrator/Management, Maintenance, or Clerical.

District-wide EEO6 Occupational Categories by Demographics, Fall 2018

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	531	28.8%	22.0%	2.0%	16.4%	31.3%	18.4%
	Female	612	22.1%	25.2%	30.0%	14.6%	0.0%	3.2%
Hispanic/ Latinx	Male	271	10.6%	8.6%	4.0%	11.1%	43.8%	38.4%
	Female	408	13.5%	12.7%	30.0%	26.4%	6.3%	12.0%
Asian	Male	165	5.8%	6.1%	2.5%	10.7%	6.3%	4.0%
	Female	241	10.6%	8.8%	15.5%	10.0%	0.0%	0.8%
Black/African American	Male	30	1.0%	1.1%	0.0%	0.7%	0.0%	4.0%
	Female	69	2.9%	2.7%	5.5%	1.1%	0.0%	0.8%
Two or More Races	Male	27	1.0%	1.0%	1.0%	0.7%	0.0%	1.6%
	Female	52	1.9%	1.9%	2.5%	2.9%	0.0%	0.8%
Pacific Islander	Male	4	0.0%	0.1%	0.0%	0.7%	0.0%	0.0%
	Female	5	0.0%	0.2%	0.5%	0.4%	0.0%	0.0%
Amer Indian/ Alaska Native	Male	2	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
	Female	5	0.0%	0.1%	1.0%	0.0%	0.0%	0.8%
Unknown	Male	105	0.0%	4.1%	0.5%	2.5%	12.5%	13.6%
	Female	120	1.9%	5.3%	5.0%	1.8%	0.0%	1.6%
	TOTAL	2,647	100%	100%	100%	100%	100%	100%

² The data for the EEO6 Occupational Categories include adjunct faculty and part time employees. Listing the EEO6 Occupational Categories is a Title 5 requirement.

Faculty Data Disaggregated by Division and Department

Data from 2018-19 disaggregated by division and department illustrated pockets where focused recruitment should occur for faculty positions. In this report, NOCCCD cannot disclose the names of those departments where faculty numbers are so low that disclosing the race and ethnicity of the faculty members within the department would in effect violate the faculty member's right to maintain such information confidential³. For this reason, in this report, we will share findings of departments or divisions that have more than 5 faculty positions. A more detailed report with such specifics will be provided to the Provost and Presidents, and can be made available to the Board upon request.

At Cypress and Fullerton College combined, there is a total 63 full-time Math faculty. None of the full-time Math faculty are African American. In the Adjunct ranks, district-wide, there are only two African Americans out of a total of 128.

Seventy percent of full-time English faculty at Fullerton College are White (28 out of 40), 20% are Latinx, and 10% are Asian. Seventy eight percent of Fullerton College Physical Education full-time faculty are White (14 out of 18). There is no racial/ethnic diversity amongst the six full-time faculty in Computer Information Systems at Fullerton College. Amongst Fullerton College's adjunct faculty, 75% in Business are White (27 out of 37) and 90% of Computer Information Services are White (9 out of 10).

At Cypress College, 83% of full-time faculty in Computer Information Services are White (5 out of 6). Cypress College's adjunct faculty lack racial/ethnic diversity in Theater Arts where 77.4% are White (24/31), and in Anthropology where 75% of adjuncts are White (6/8).

NOCE lacks diversity in its DSP program where 87% of its full-time faculty are White (7/8) and amongst the adjuncts in DSP where 72.4% of adjuncts are White (21/29).

VI. DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY AND EEO

Section XI of the 2019-2022, NOCCCD Equal Opportunity Employment (EEO) Plan,⁴ states that in order to promote EEO and diversity NOCCCD must develop and engage in the following:

Strategies designed to build an inclusive and welcoming work environment. The District believes that such an environment provides an essential recruitment and retention tool for employees who come from underrepresented groups in their field or discipline and thus operates as an important tool for building and sustaining a diverse workforce.

³ For this reason the disaggregated faculty department data by race and ethnicity is not included as part of the addendum to this report.

⁴ See also Title 5 § 53003 (c) (10).

Pursuant to the NOCCCD EEO Plan, Cypress College, District Services, Fullerton College, and North Orange Continuing Education, have continued to demonstrate their commitment to EEO and Diversity by creating a welcoming and inclusive work environment.

The equity, diversity, and inclusion related events sponsored by each campus are detailed in the addendum to this report on slides 35-37.

At the district-wide level, the Office of Diversity and Compliance has developed initiatives and events to support a welcoming and inclusive work environment as well as initiatives to help diversify faculty and staff. A more detailed listing of the events and initiatives is included in the addendum to this report on slides 33 and 34. Highlights include the following:

Future Instructor Training Program (FIT Program)

The FIT program was launched in the fall of 2018. Nine interns made up the first cohort of FIT interns. The program is a faculty internship program designed to provide graduate students teaching experience at a community college and exposure to the community college work environment. Interns must have completed at least three-quarters of their graduate program and must have demonstrated commitment to equity, diversity, and inclusion to be eligible to participate in the program. Each intern is matched with an experienced faculty member who serves as their mentor during the program. The Intern observes the mentors class, meets with the mentor to discuss approaches to teaching, and is given an opportunity to teach sections of the class under the mentor's supervision.

All interns and mentors are required to attend an orientation. All interns must attend four training workshops during the course of the semester. The mentor must attend at least one of the four workshops. The last workshop provides interns with information on how to apply and interview for faculty positions. Interns are encouraged to attend department/division meetings, academic senate meetings, and other committee meetings or activities the mentor is involved in. Each intern and mentor pair are assigned one Diversity and Inclusion Faculty Fellow as their Office of Diversity and Compliance contact person.

To date, three of the nine interns have been hired at NOCCCD as adjunct faculty and a fourth intern has been hired as a full-time faculty member in the CSU system. All nine of the interns were from diverse and underrepresented groups. Currently 14 interns are participating in the fall 2019 FIT Program.

Inclusive Excellence Transformation Seminar

In January 2019, the Office of Diversity and Compliance hosted its second annual Inclusive Excellence Transformation Seminar. Twenty-five NOCCCD faculty participated in the week long seminar. Through the seminar, the faculty cohort engaged in cooperative learning and discussions designed to assist them in developing diversity and inclusion material that could be integrated into their course content and approach to teaching and learning.

Ultimately, the goal of the seminar is to integrate elements of our diverse student population into the curriculum as this creates an educational environment that empowers and validates students. Diversity infused curriculum results in greater critical thinking and cognitive development, resulting in students who are more competitive in a global and diverse workplace. At the end of the seminar faculty participants began modifying syllabi for at least one course, and developed a blueprint outlining how they will infuse their course(s) with the concepts and practices they learned in the seminar.

Diversity and Inclusion Faculty Fellows Program

In 2018-19, the Diversity and Inclusion Faculty Fellows Program completed its second year at NOCCCD. This program is unique, NOCCCD is unaware of another California Community College District that has a similar program. Each campus has a Faculty Fellow who reports to the Office of Diversity and Compliance. The Faculty Fellows work under a Professional Expert contract for approximately 7-10 hours a week. As Fellows, their responsibilities are to assist the Office of Diversity and Compliance with the goal of diversifying our faculty and providing professional development (primarily, but not solely, to faculty) in the areas of equity, diversity, and inclusion. The Fellows organize the Pluralism, Inclusion, and Equity Series, and the FIT Program. Fellows also act as informal liaisons with the academic senates and provide the Office of Diversity and Compliance with input from a faculty perspective.

Pluralism, Inclusion, and Equity Series (P.I.E. Series)

The Pluralism, Inclusion, and Equity series offers workshops and trainings designed to increase employee intercultural competence to provide effective teaching and support services for our diverse student body. The P.I.E. Series completed its second year in 2018-19. Events sponsored under the P.I.E. Series for 2018-19 included:

- Racial Microaggressions and Mental Health in Higher Education Institutions
- Immigrants' Rights and Advocacy Lecture Series
- Tim Wise: Understanding and Defeating Race and Class Inequity in America
- The Museum of Tolerance Field Trip
- Four Skills of Cultural Competence
- Disability: Student Accommodations Workshop
- Bias in the Workplace

Hiring Procedures Changes

In 2018-2019, the following changes in screening/hiring process were completed:

- Diversity desirable qualifications were added in all job announcements
- Faculty Diversity Hiring Toolkit for use by screening committees
- Diversity Minimum Qualifications are scored
- Adverse Impact checks at each stage of screening process are required

VII. RECOMMENDATIONS

In those areas where diversity is lacking, as identified by this report and the accompanying data, focused as well as general approaches are recommended to further NOCCCD's goals of increasing the diversity of faculty and staff and creating an inclusive educational environment.

Specific Recommendations

The Presidents and Provost will be provided the full report indicating all academic departments where diversity is lacking and/or where underrepresentation exists⁵. As required by NOCCCD's EEO Plan for 2019-22, the Plan states at page 11:

Where it is determined underrepresentation exists, after faculty demographics are disaggregated by division and department, the President/Provost, or their designee, will require the department or division to develop a plan designed to recruit, hire, and retain diverse faculty.

Once the report is received by the President/Provost, a plan to recruit, hire, and retain diverse faculty should be completed and ready for implementation by fall 2020. A plan will also be developed for increasing the number of women in the skilled crafts.

The Office of Diversity and Compliance will expand the 2018-19 list of professional affinity groups, list serves, and other free or low cost locations to advertise positions. The list will be expanded to include additional locations to attract diverse candidates in math, other STEM fields, and in disciplines where the data indicate a lack of diversity.

Given that in the past few years, 58% -70% of NOCCCD new faculty hires have come from the adjunct ranks, and given that NOCCCD's current adjunct faculty are no more diverse than its full-time faculty, specific attention should be given to develop mechanisms to increase the diversity of the adjunct pool.

General Recommendations

General recommendations to be initiated in 2019-20 include⁶:

- Collect disaggregated data on who receives tenure district-wide.
- Begin disaggregating and analyzing staff demographics by division and department.
- Continue increasing the visibility of Faculty and Staff Associations providing them with support.
- Increase the number of interns participating in the Future Instructor Training Program.

⁵ The report will include, but not be limited to, the departments and/or divisions identified in this report.

⁶ Most of these general recommendations are also listed as action items to be initiated in the first year of the 2019-22 NOCCCD EEO Plan.

- Finalize the development of availability data for use in the screening process.
- Formalize the adverse impact analysis procedures to be used during the screening process.
- The Equal Employment Opportunity Advisory Committee (EEOAC) will develop and recommend a core set of diversity and inclusion questions that will be common to all campuses for use in their Campus Climate Surveys.
- The EEOAC will periodically review the questions in Campus Climate Survey instruments.

VIII. ADDENDUM

INSTITUTIONAL COMMITMENT TO DIVERSITY REPORT November 12, 2019

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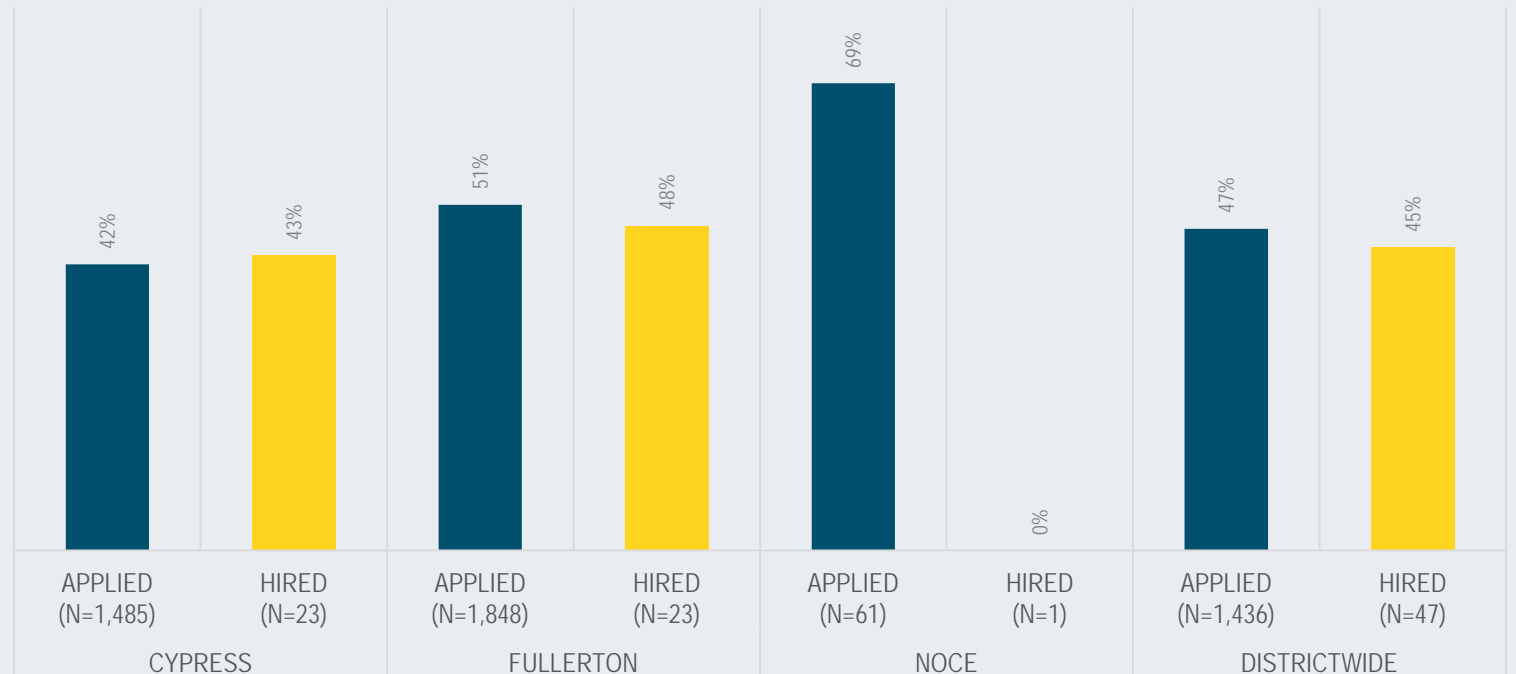


NOCCCD Full-Time Faculty Applicants & New Hires by Race/Ethnicity

NOCCCD PERCENT OF DIVERSE FULL-TIME FACULTY APPLICANTS & HIRES, FALL 2019

- NOCCCD attracting diverse faculty applicants
 - 47% of full-time faculty applicants district-wide were diverse

- NOCCCD hiring diverse full-time faculty
 - 45% of full-time faculty hires district-wide were diverse

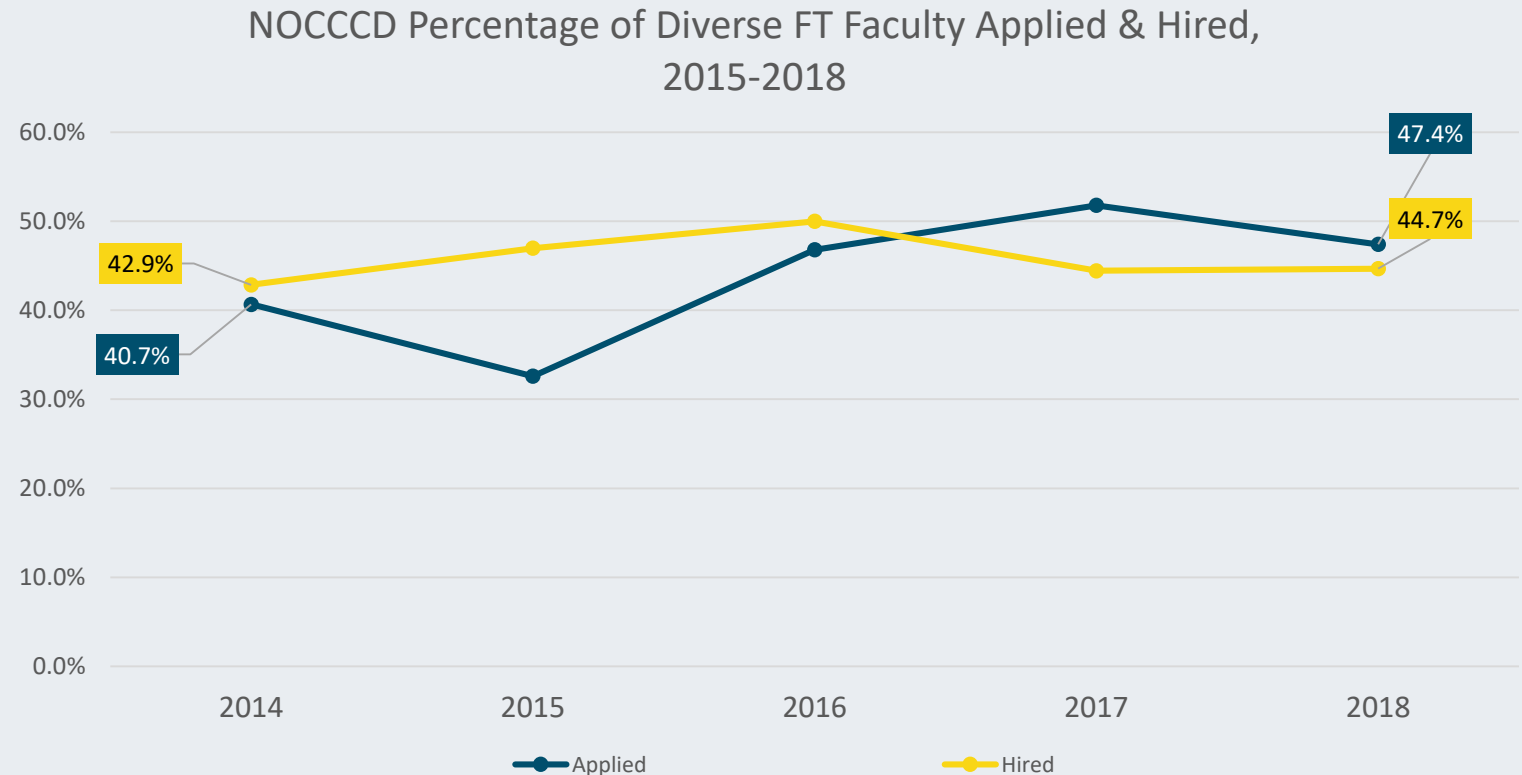


Source: PeopleAdmin. Applicant data for fiscal year 2018-2019; faculty new hire demographics for fiscal year 2019-2020 (starting fall 2019).
 Note: Approximately 10% of applicants at each location declined to state an ethnicity.



Districtwide Trends in Full-time Faculty Applicants & New Hires by Race/Ethnicity

- Percentage of diverse FT faculty **applicants** have increased 6.7% over the last five years
- Percentage of diverse FT faculty **hires** have increased 1.8% over the last five years



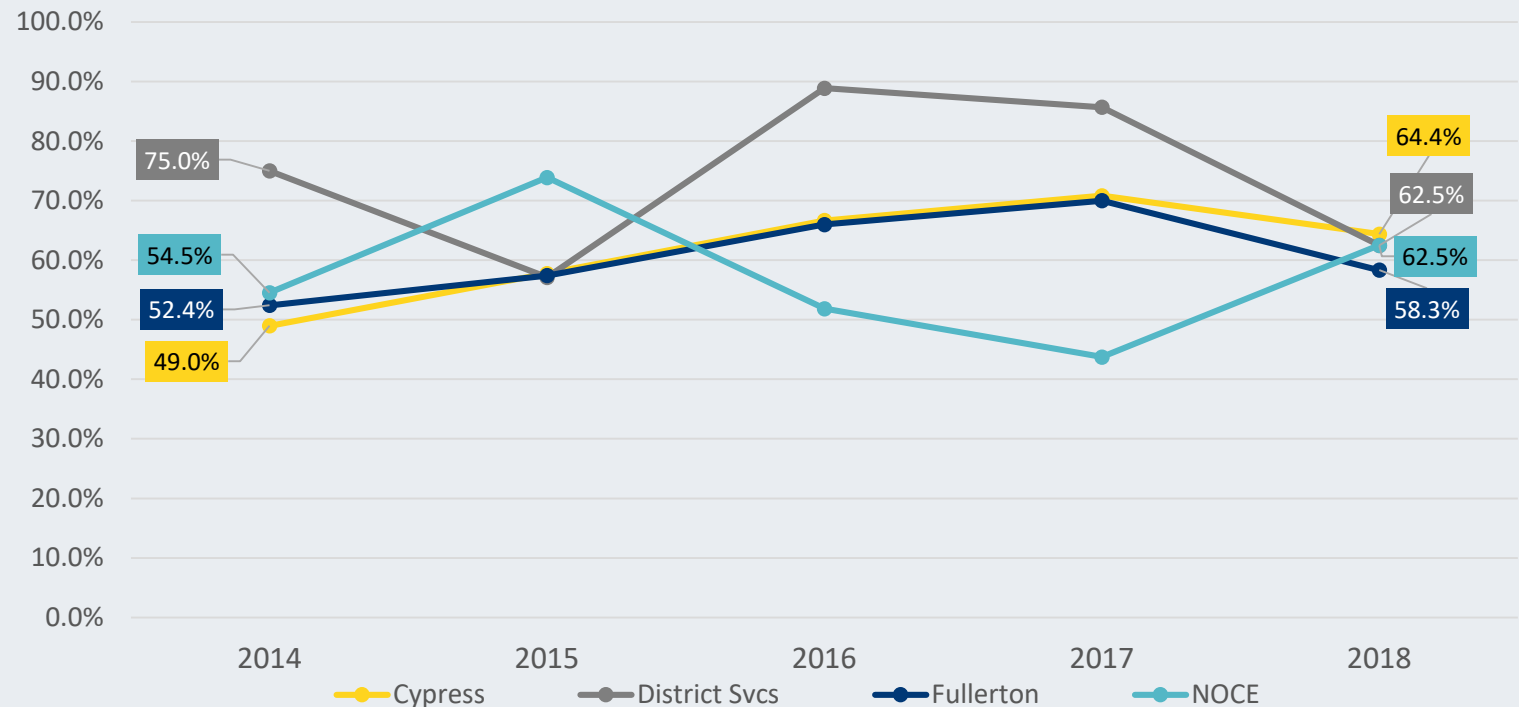
Source: PeopleAdmin. Applicant data for fiscal year shown; faculty new hire demographics for the following fiscal year.



District-Wide Trends in New Hires by Race/Ethnicity

- Majority of new hires district-wide have been diverse over the last five years
- Most of the sites showed an increase in the percentage of diverse hires from 2014 to 2018
- Cypress College had the highest percentage of diverse hires in 2018 (64.4%)

NOCCCD PERCENTAGE OF DIVERSE HIRES BY INSTITUTION, 2014 to 2018



Source: PeopleAdmin

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



NOCCCD Comparative Data



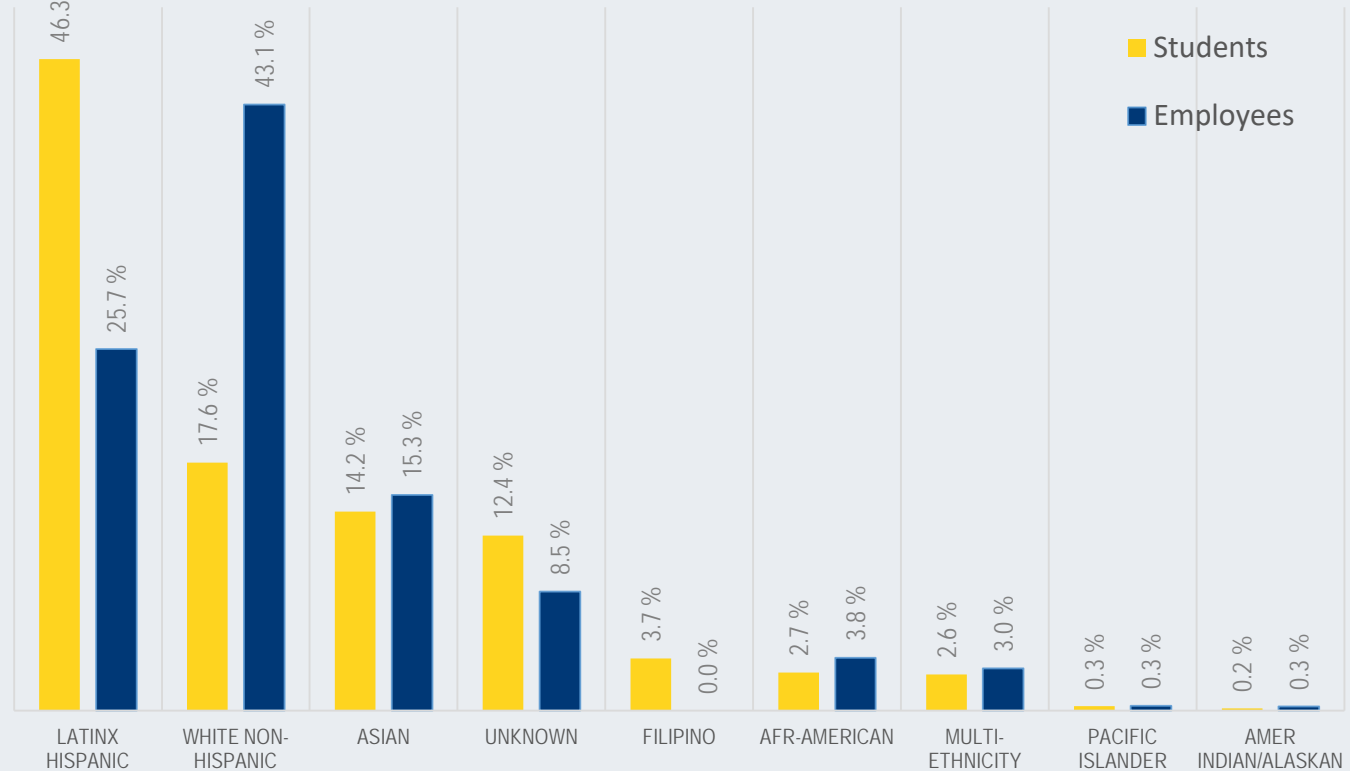
NOCCCD Student vs Employee Race/Ethnicity

NOCCCD Student Diversity **70%**

NOCCCD Employee Diversity **48%**

- NOCCCD students are more diverse than employees by race/ethnicity
- More Latinx students than Latinx employees (46.3% versus 25.7%)
- More White Non-Hispanic employees than students (43.1% versus 17.6%)

NOCCCD STUDENT VS EMPLOYEE RACE/ETHNICITY, FALL 2018



Source: CCCC Data Mart

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



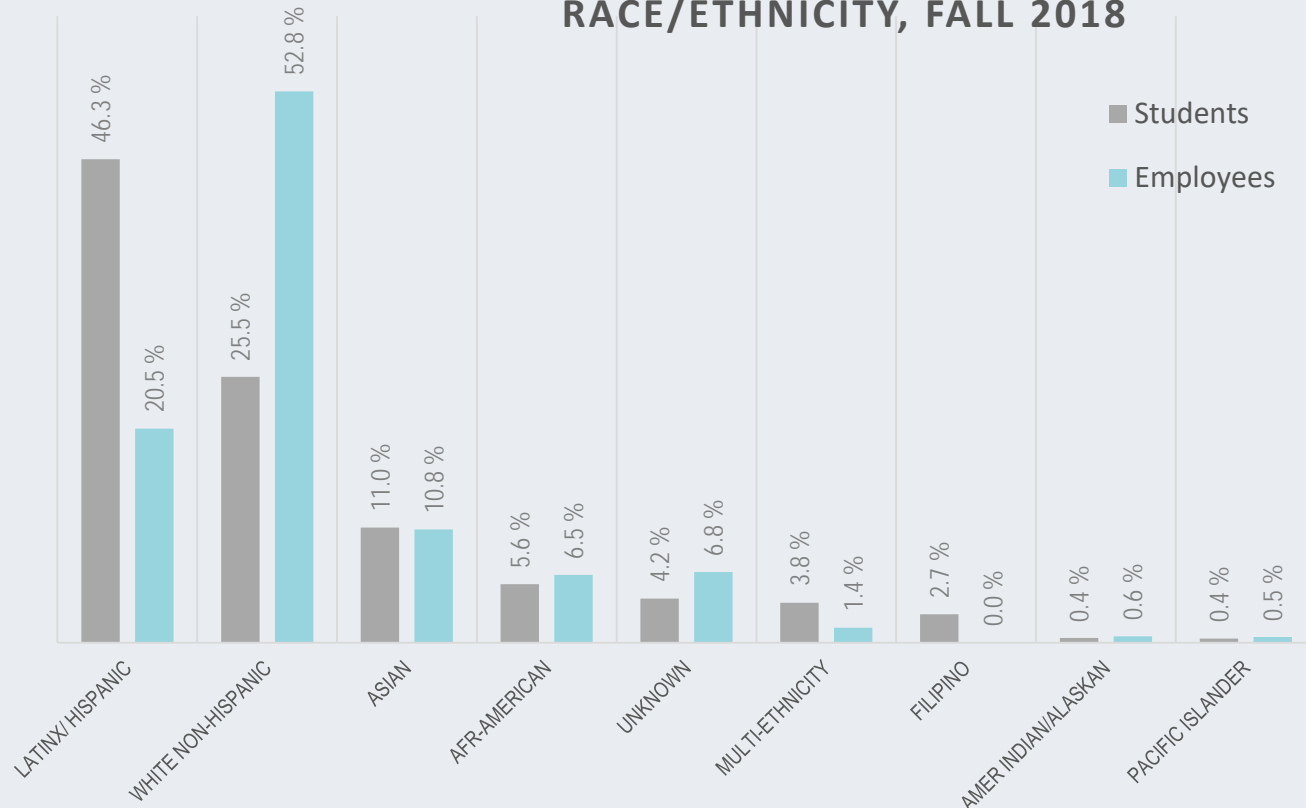
CA Community Colleges (CCC) Student vs Employee by Race/Ethnicity

CCC Student Diversity **70%**

CCC Employee Diversity **40%**

- CCC students are more diverse than college employees by race/ethnicity
- Similar to NOCCCD trends
- More Latinx students than CCC employees (46.3% vs 20.5%)
- More White Non-Hispanic CCC employees than CCC students (52.8% vs 25.5%)

CA COMMUNITY COLLEGES' STUDENT VS EMPLOYEE RACE/ETHNICITY, FALL 2018



Source: CCCC Data Mart

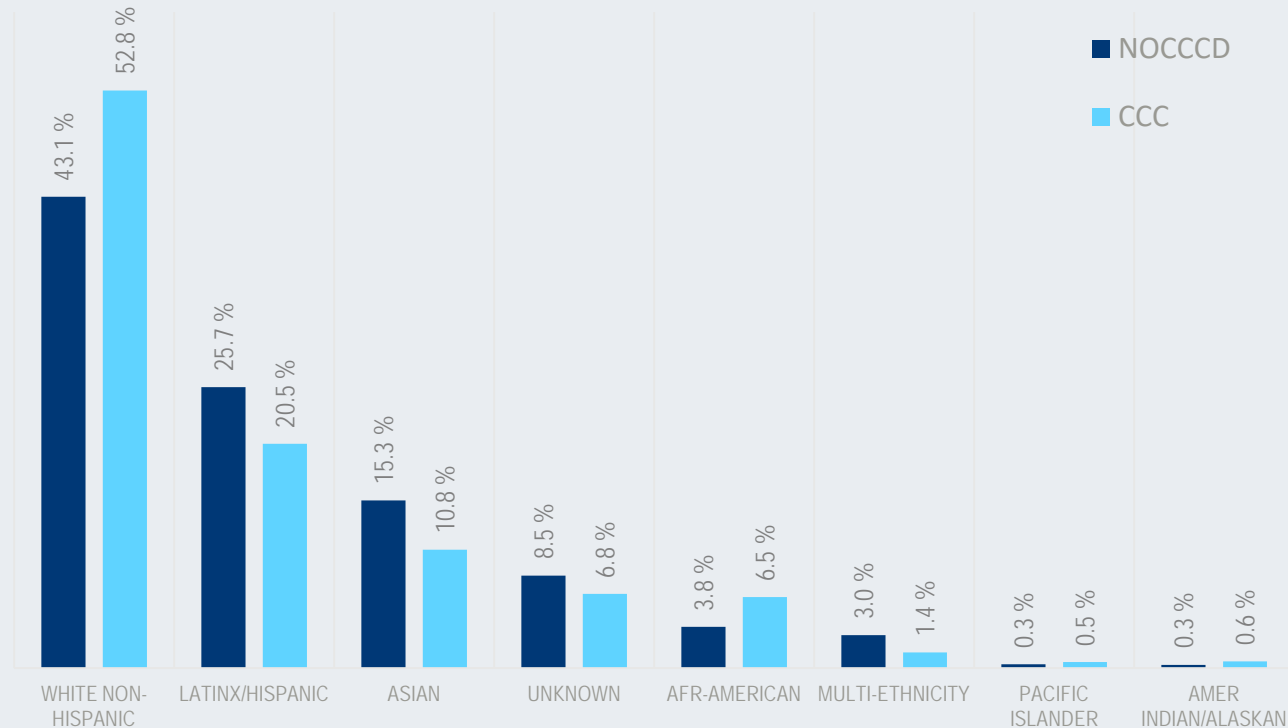


NOCCCD vs CA Community Colleges Employee Race/Ethnicity

NOCCCD Employee Diversity **48%**
 CCC Employee Diversity **40%**

- Employee diversity is higher at NOCCCD compared to CA community colleges statewide
- NOCCCD has higher percentages of Latinx and Asian employees vs CCC
- NOCCCD has fewer White Non-Hispanic employees vs CCC

NOCCCD VS CA COMMUNITY COLLEGES EMPLOYEE RACE/ETHNICITY, FALL 2018



Source: CCCC Data Mart



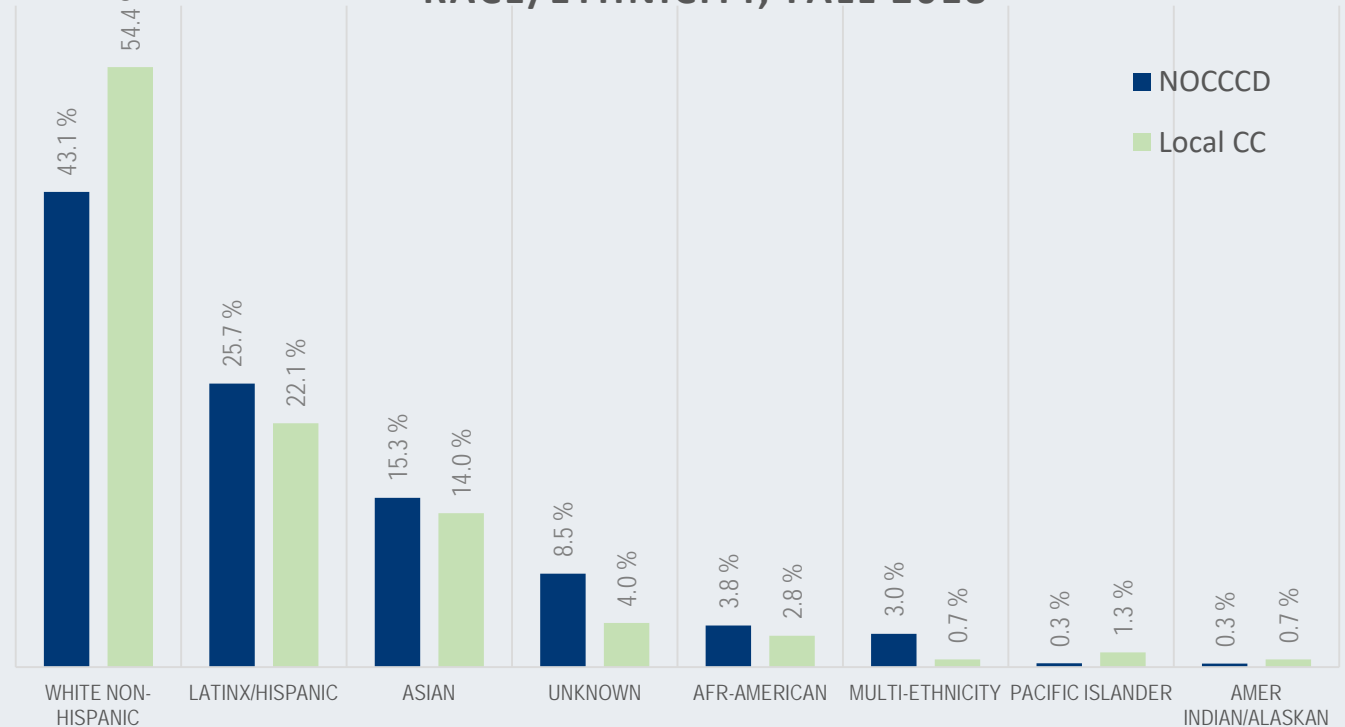
NOCCCD vs Local Community College* Employee Race/Ethnicity

NOCCCD Employee Diversity **48%**

Local CC Employee Diversity **42%**

- Employee diversity is higher at NOCCCD compared to other local CCs
- NOCCCD has higher percentages of Latinx, Asian, and African-American employees vs local CCs
- NOCCCD has fewer White Non-Hispanic employees vs local CCs

NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE RACE/ETHNICITY, FALL 2018



Source: CCCCC Data Mart

*Note: Local Community College data represents the Rancho Santiago, Coast, and South Orange County Community College Districts

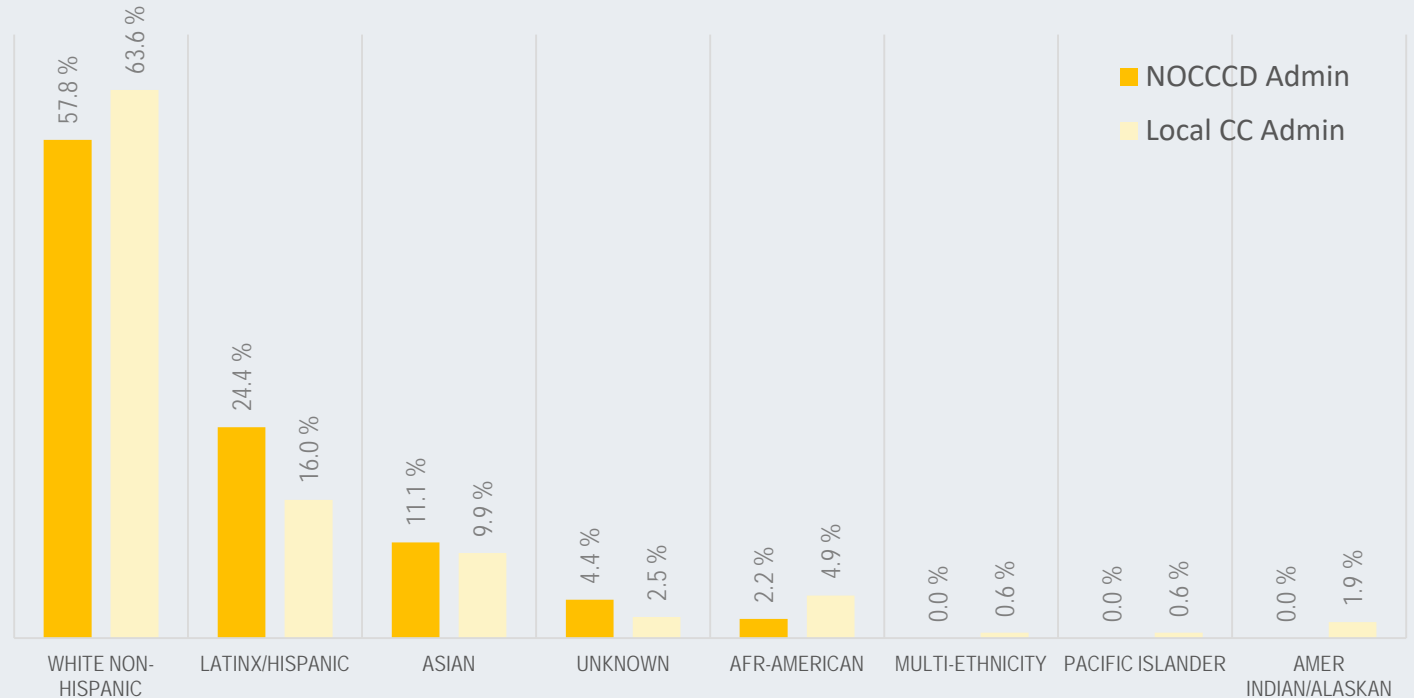


NOCCCD vs Local Community College* Employee Race/Ethnicity – Educational Administrators

NOCCCD Administrator Diversity **38%**
 Local CC Administrator Diversity **34%**

- NOCCCD has a more diverse group of educational administrators compared to other local California community college districts
- NOCCCD has fewer White/Non-Hispanic and more Latinx & Asian administrators

NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE RACE/ETHNICITY – EDUCATIONAL ADMINISTRATORS, FALL 2018



Source: CCCC Data Mart

*Note: Local Community College data represents the Rancho Santiago, Coast, and South Orange County Community College Districts

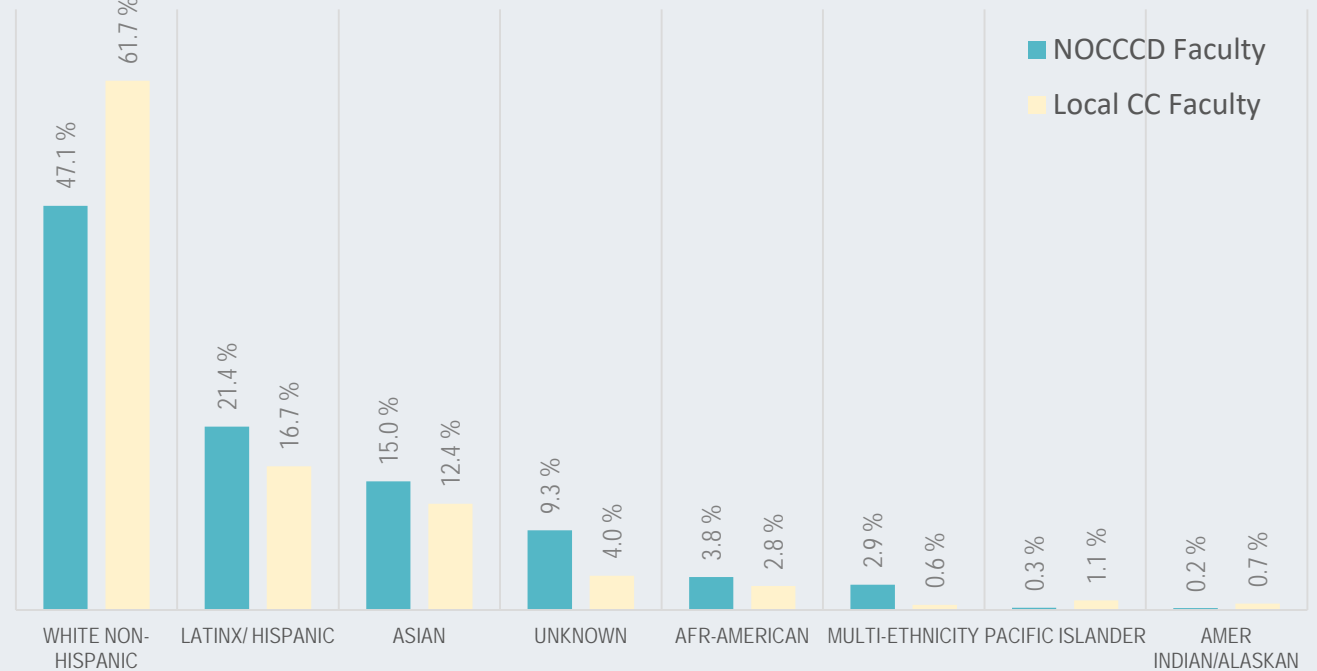


NOCCCD vs Local Community College* Employee Race/Ethnicity – All Faculty

NOCCCD Faculty Diversity	44%
Local CC Faculty Diversity	34%

- NOCCCD has a more diverse group of faculty (full-time and adjunct) compared to other local California community college districts
- NOCCCD has fewer White/Non-Hispanic and more Latinx, Asian, and African American faculty

NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE RACE/ETHNICITY – ALL FACULTY, FALL 2018



Source: CCCCO Data Mart
Note: Data include full-time and adjunct faculty.

*Note: Local Community College data represents the Rancho Santiago, Coast, and South Orange County Community College Districts

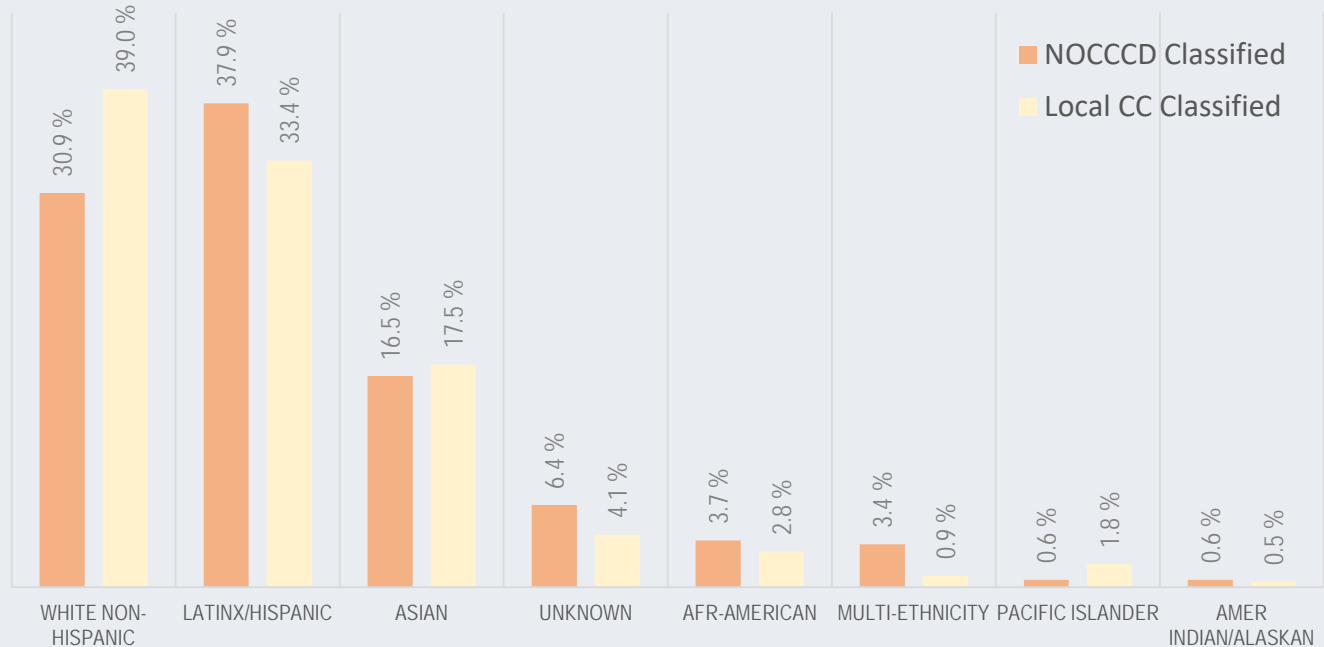


NOCCCD vs Local Community College* Employee Race/Ethnicity - Classified

NOCCCD Classified Diversity **63%**
Local CC Classified Diversity **57%**

- NOCCCD also has a more diverse group of classified professionals compared to other local California community college districts
- NOCCCD has fewer White/Non-Hispanic and more Latinx and African American employees

NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE RACE/ETHNICITY - CLASSIFIED, FALL 2018



Source: CCCC Data Mart

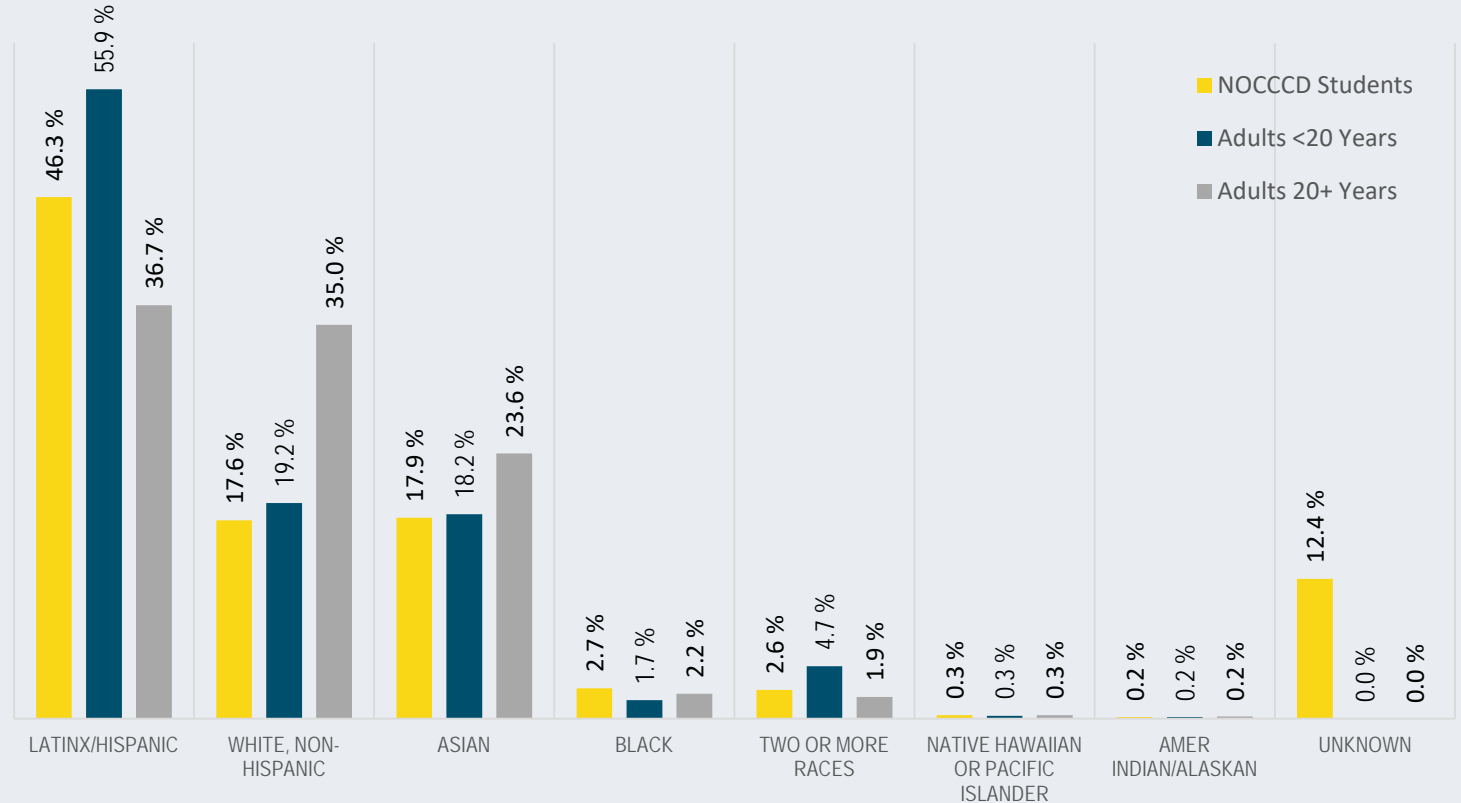
*Note: Local Community College data represents the Rancho Santiago, Coast, and South Orange County Community College Districts



NOCCCD Service Area Residents vs Student Race/Ethnicity

- Current NOCCCD Students:**
 Predominately Latinx (46%);
 18% each White and Asian
- NOCCCD Service Area Current Adult Population (20+ yrs):** Similar percentages Latinx (37%) and White (35%); 24% Asian
- NOCCCD service area future adult population (<20 yrs):** Majority Latinx (56%); 18-19% each White and Asian

NOCCCD SERVICE AREA VS STUDENT RACE/ETHNICITY, 2018



Source: EMSI, Demographics Overview

Note: Data represent people living in the zip codes included in the NOCCCD service area



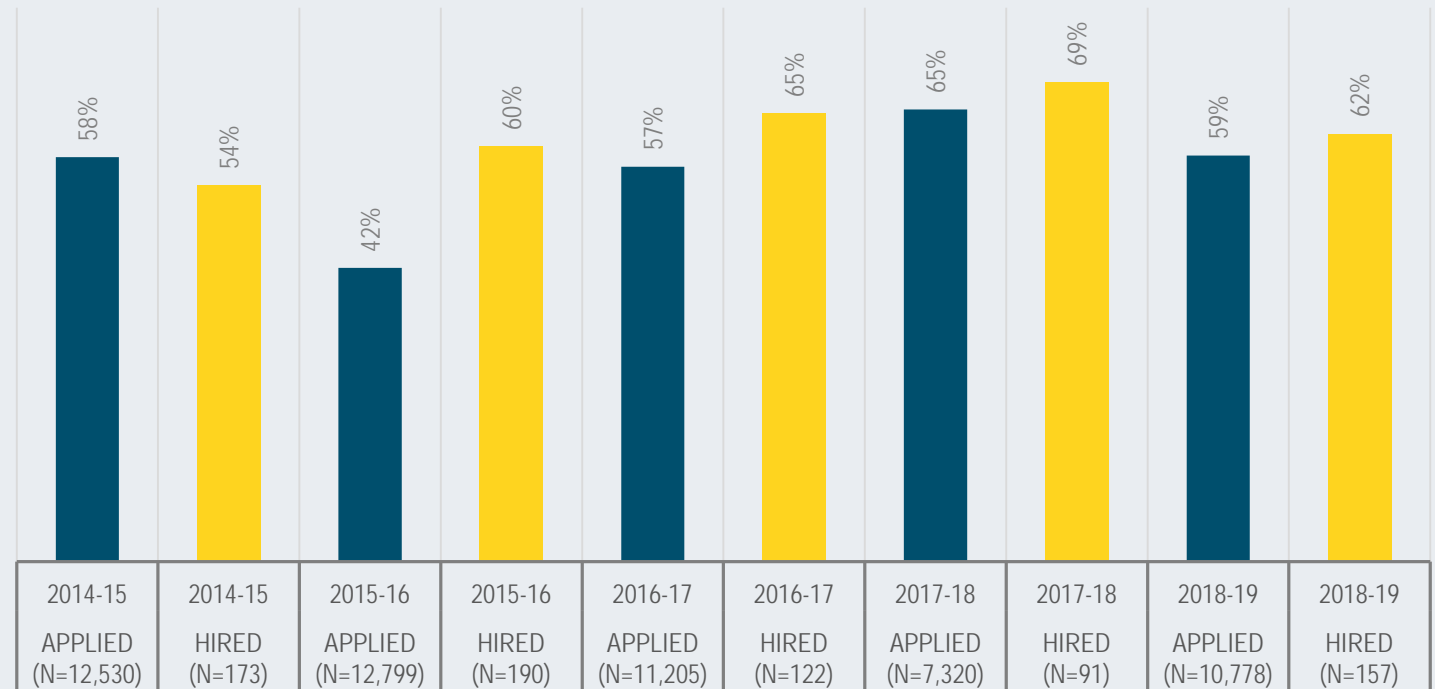
NOCCCD Applicant & New Hire Demographics



District-Wide: Applicants & New Hires by Race/Ethnicity

- NOCCCD has increasingly attracted racially/ethnically diverse applicants over the past 5 years
- Majority of new hires have also been diverse and the rate has increased
- 62% of new hires across the district were diverse in 2018-19

DISTRICT-WIDE: PERCENT OF DIVERSE APPLICANTS & NEW HIRES, 2018-19



Source: PeopleAdmin

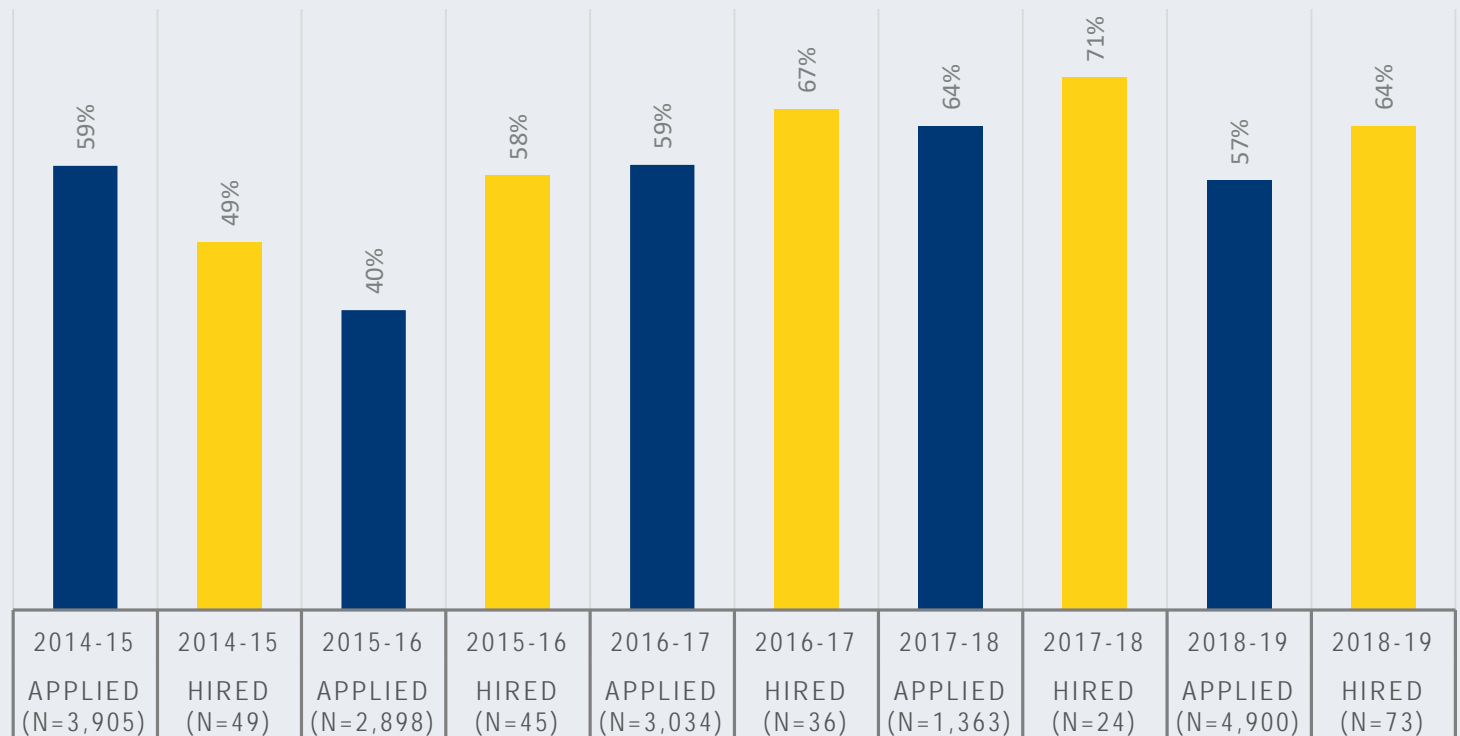
Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified and confidential staff



Cypress College: All Applicants & New Hires by Race/Ethnicity

- Cypress has consistently attracted racially/ethnically diverse applicants over the past 5 years
- Majority of new hires have also been diverse and the rate has increased by 15% since 2014-15
- 64% of new hires were diverse in 2018-19

CYPRESS: PERCENT OF DIVERSE APPLICANTS & NEW HIRES, 2018-19



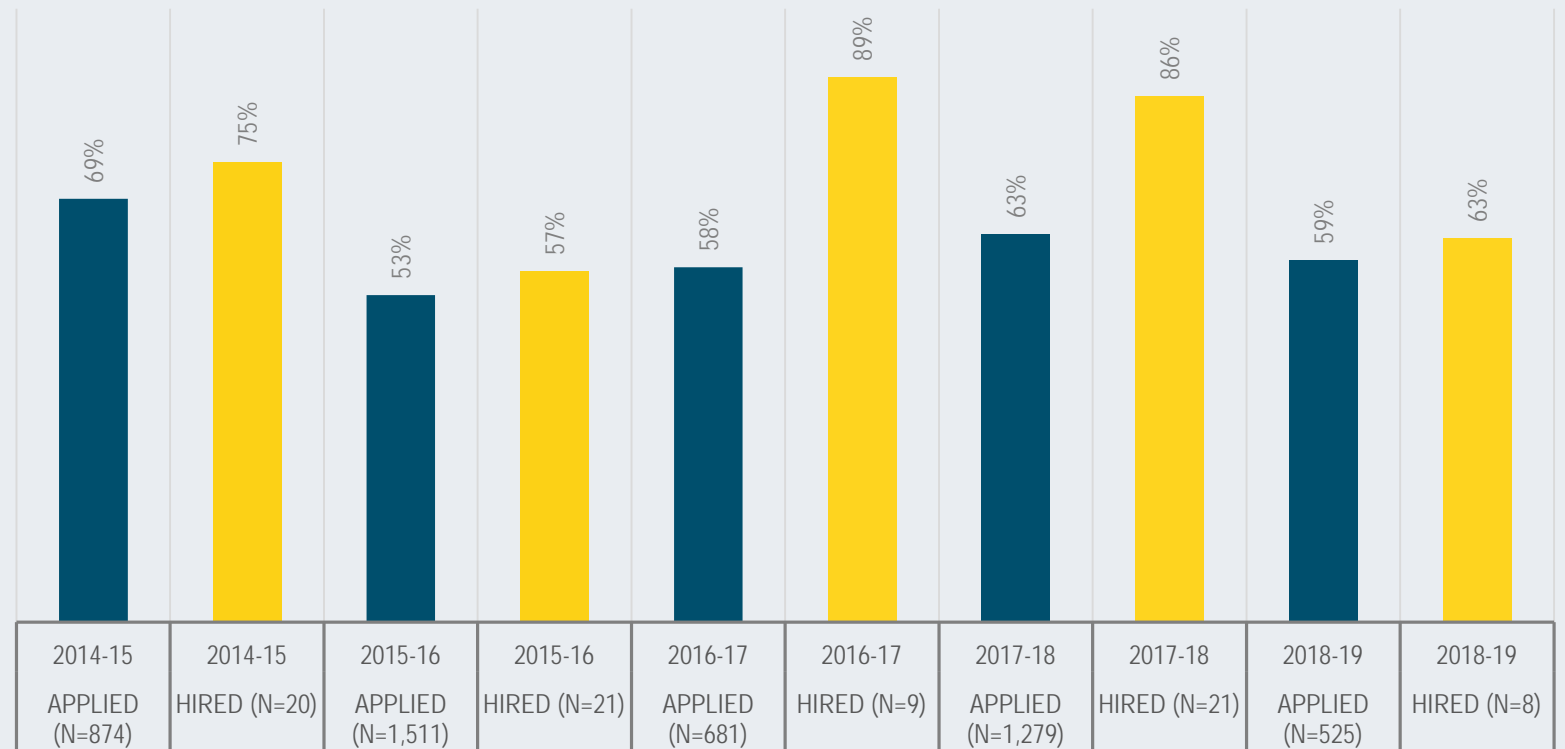
Source: PeopleAdmin



District Services: All Applicants & New Hires by Race/Ethnicity

- District Services has consistently attracted majority diverse applicants
- Majority of new hires have also been diverse (ranging from 57% to 89%)
- 63% of new hires were diverse in 2018-19

DISTRICT SERVICES: PERCENT OF DIVERSE APPLICANTS & NEW HIRES, 2018-19



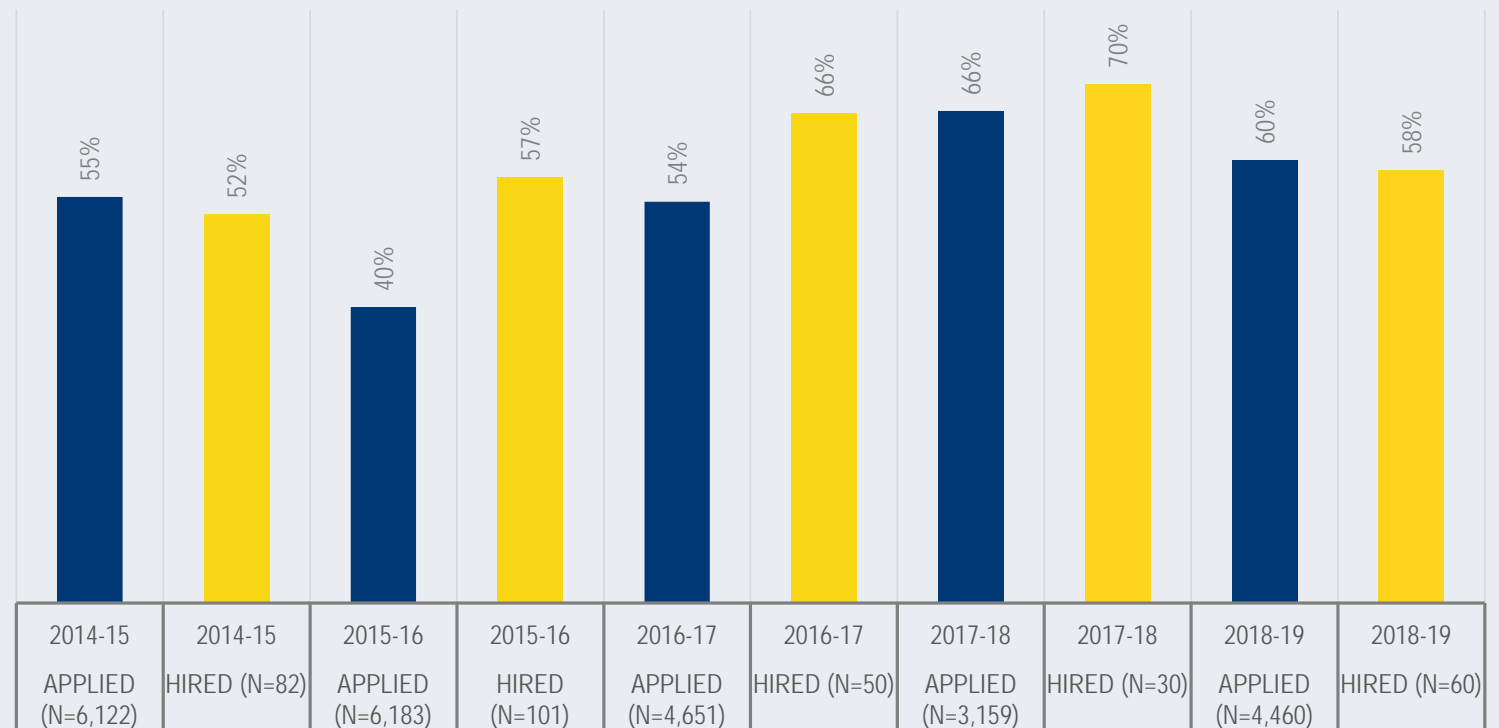
Source: PeopleAdmin



Fullerton College: All Applicants & New Hires by Race/Ethnicity

- Fullerton has increasingly attracted racially/ethnically diverse applicants over the past 5 years (55% to 60%)
- Majority of new hires have also been diverse
- 58% of new hires were diverse in 2018-19

FULLERTON: PERCENT OF DIVERSE APPLICANTS & NEW HIRES, 2018-19



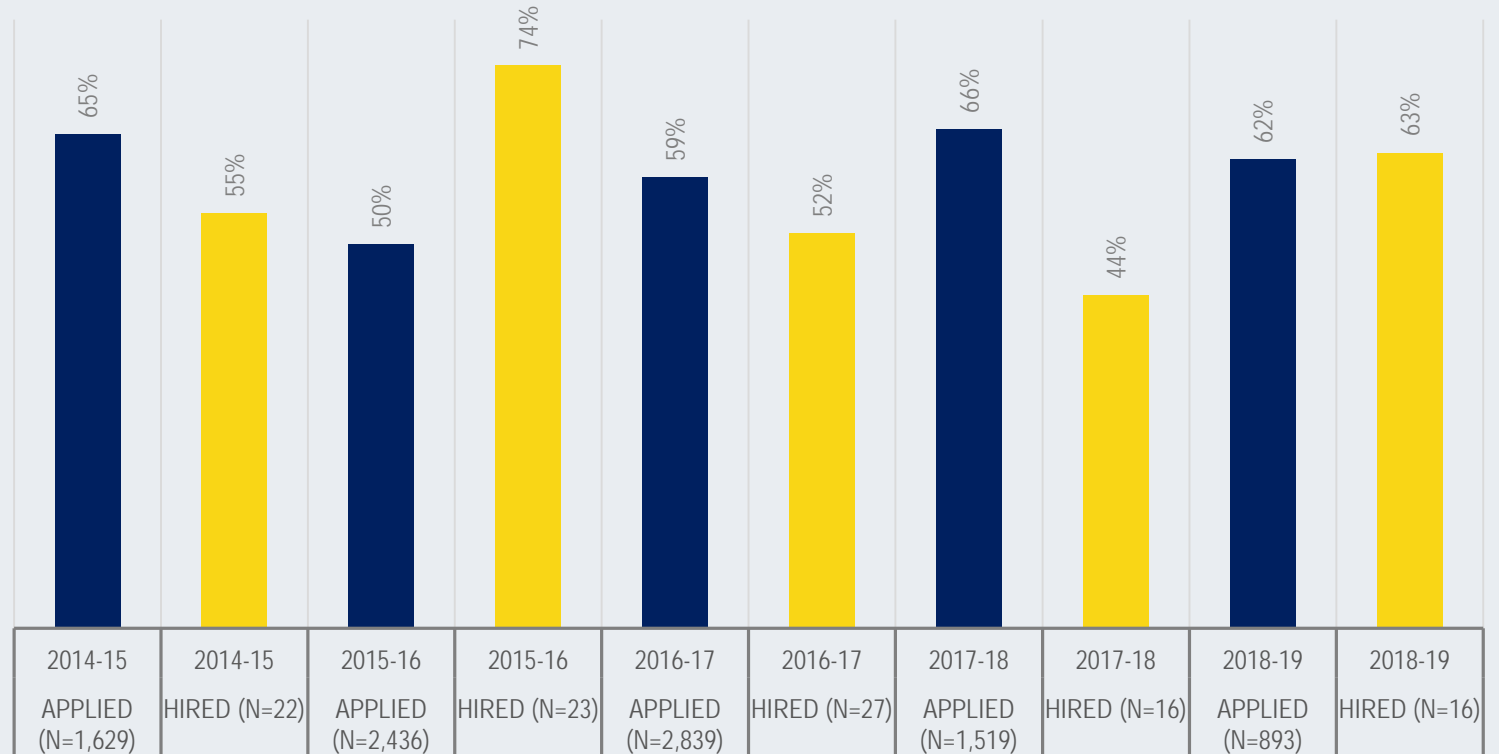
Source: PeopleAdmin



NOCE: All Applicants & New Hires by Race/Ethnicity

- NOCE has consistently attracted racially/ethnically diverse applicants over the past 5 years
- New hires have also been diverse and the rate has increased by 8% since 2014-15
- 63% of new hires were diverse in 2018-19

NOCE: PERCENT OF DIVERSE APPLICANTS & NEW HIRES, 2018-19



Source: PeopleAdmin



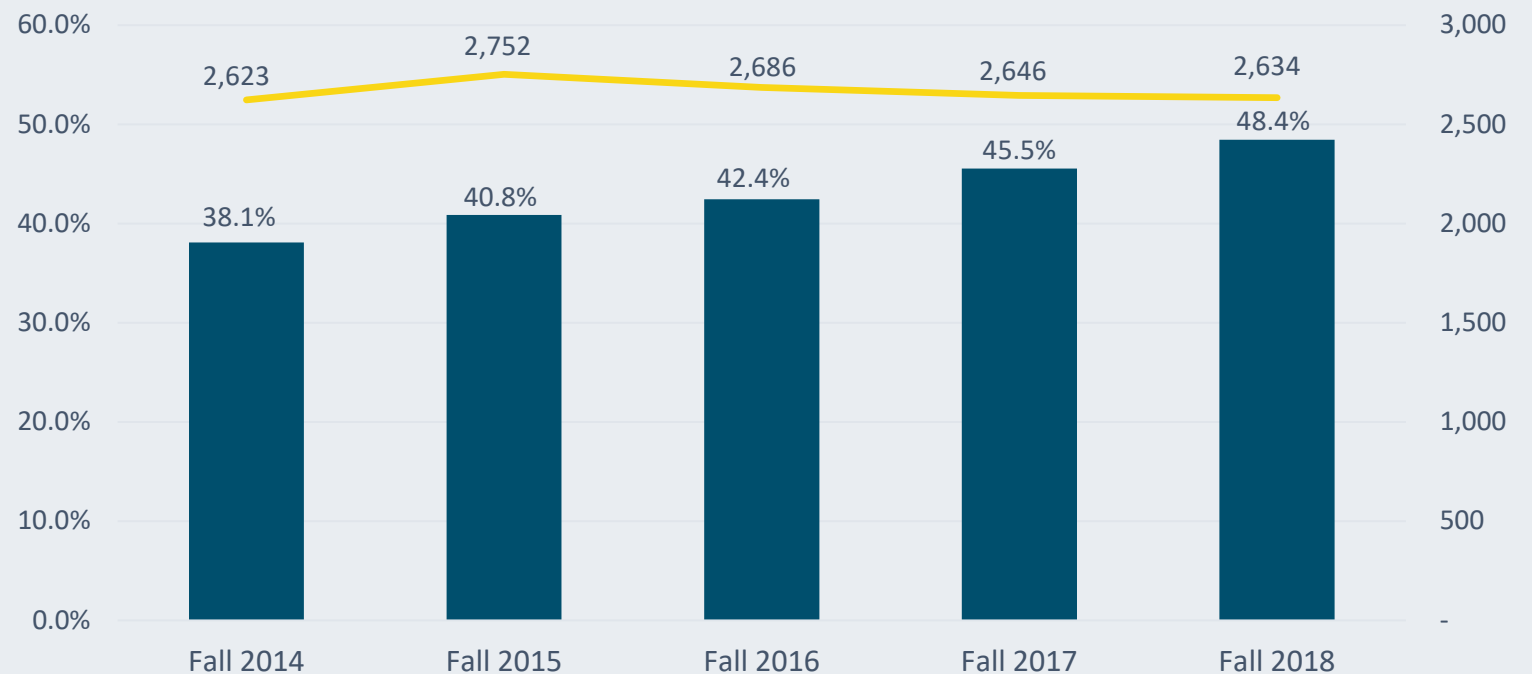
NOCCCD Employee Demographics



District-Wide Trends in Employee Race/Ethnicity

- NOCCCD employee racial/ethnic diversity has increased approx. 10% over the last five years from 38.1% in fall 2014 to 48.4% in fall 2018

District-Wide: Percent of Diverse Employees, 2014-2018



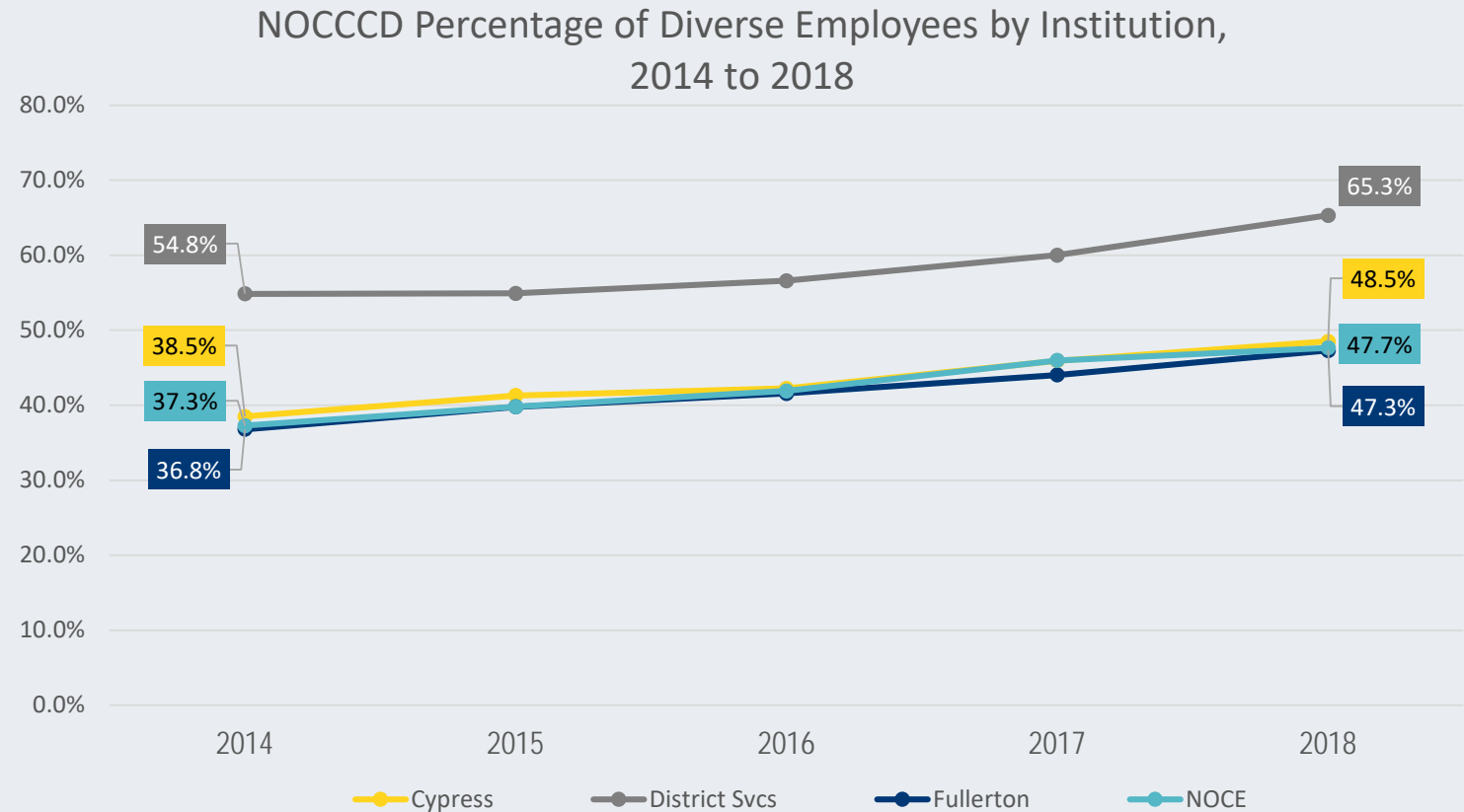
Source: CCCC Data Mart

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



NOCCCD Racial/Ethnic Trends of Employees by Institution

- Each institution has increased the percentage of diverse employees by approx. 10% over the last 5 years
- District Services has had the highest percentage of diverse employees (65% as of 2018) by race/ethnicity
- Cypress, Fullerton, and NOCE have had similar percentages of diverse employees over the last 5 years (47-48% as of 2018)



Source: CCCC Data Mart

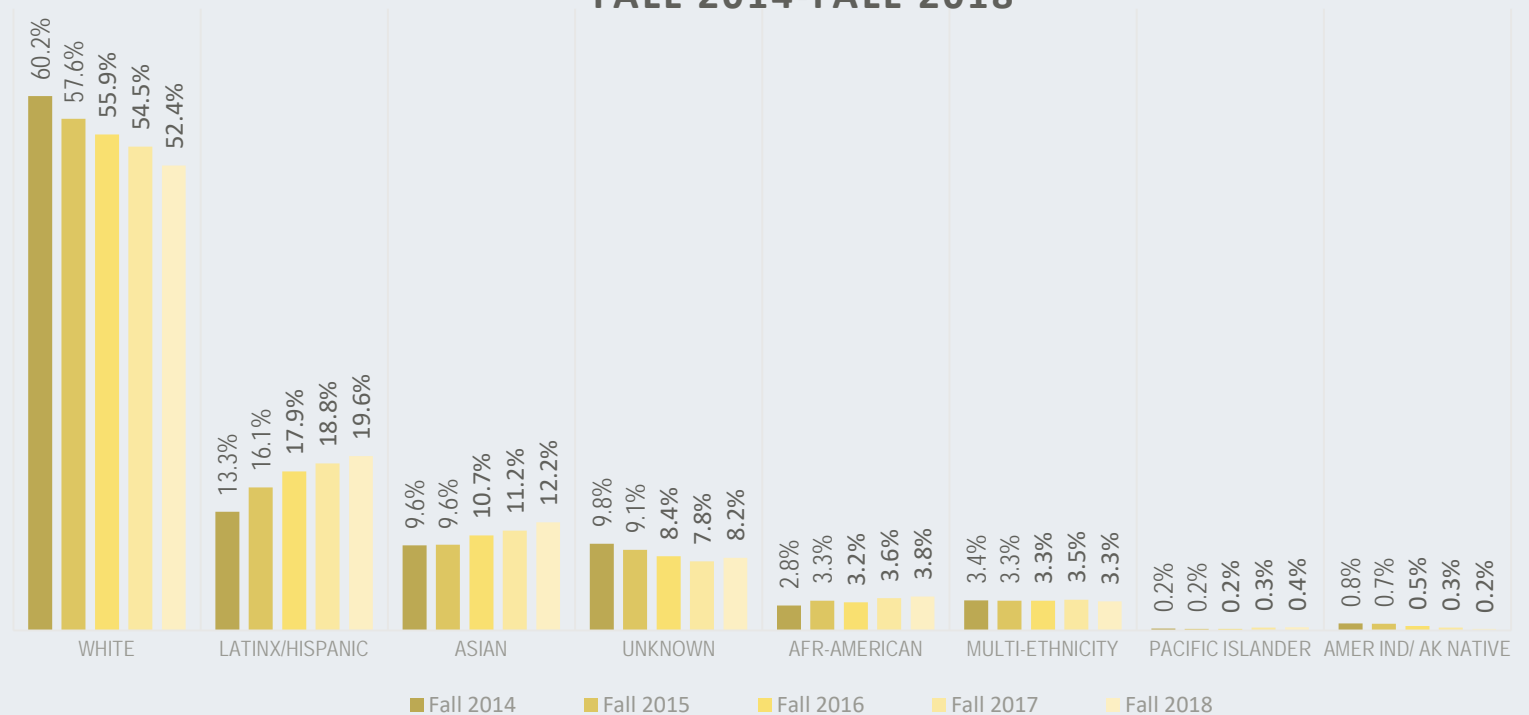


District-Wide Trends in Full-time Faculty By Race/Ethnicity

5-Year Trends:

- White/Non-Hispanic percentage decreased by 7.8%
- Latinx percentage increased by 6.3%
- Asian percentage increased by 2.6%
- African-American percentage increased by 1.0%

DISTRICT-WIDE: FULL-TIME FACULTY BY RACE/ETHNICITY, FALL 2014-FALL 2018



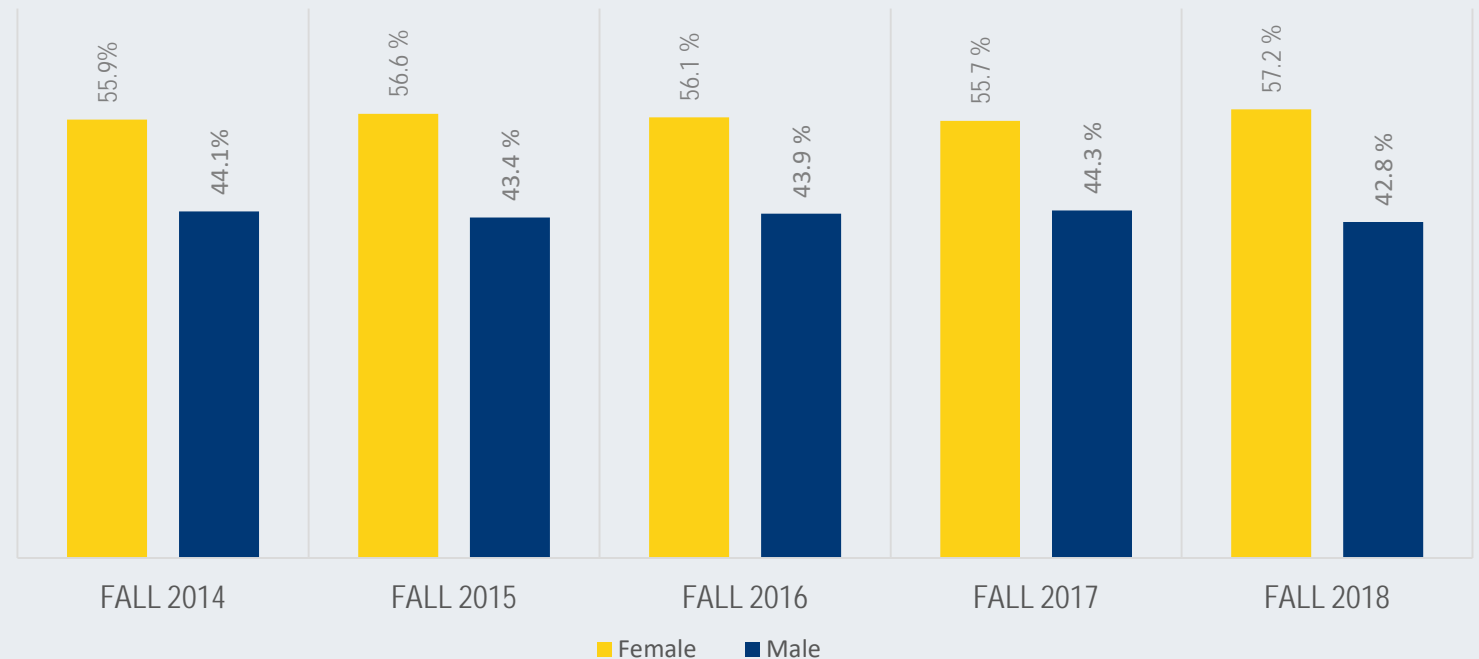
Source: CCCC Data Mart



District-Wide Trends in Employee Gender

DISTRICT-WIDE: ALL EMPLOYEE GENDER,
FALL 2014-FALL 2018

- Females make up the majority of employees across the district
- Female employee percentage has increased over the last five years from 55.9% in fall 2014 to 57.2% in fall 2018

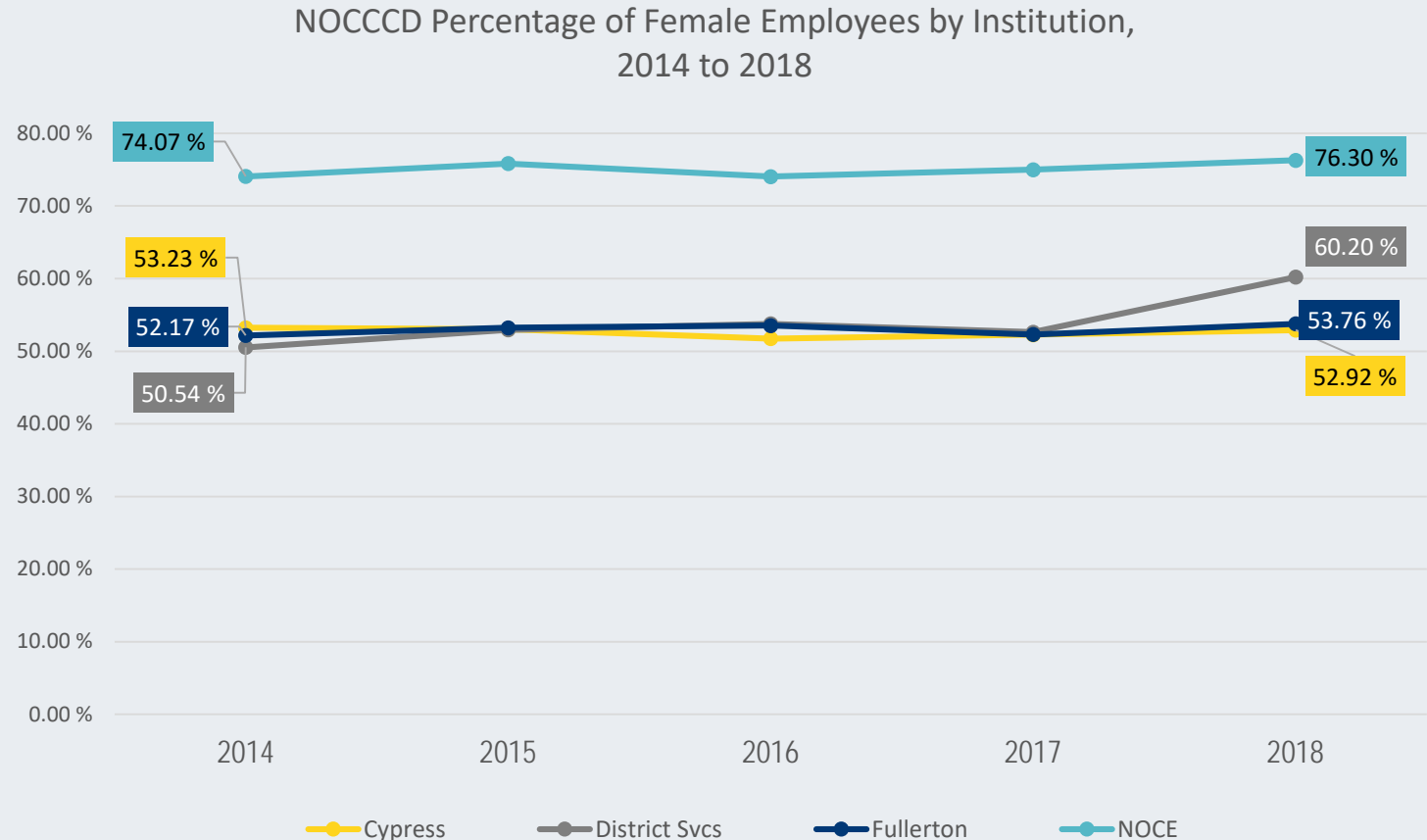


Source: CCCC Data Mart



NOCCCD Trends in Percentage of Female Employees by Institution

- NOCE has consistently had the highest percentage of female employees, ranging from 74% in 2014 to 76% in 2018
- Cypress and Fullerton each have approximately 53% females as of 2018
- District Services has increased female employees from 51% to 60% as of 2018



Source: CCCC Data Mart



NOCCCD EE06

Occupational Categories by Demographics



District-Wide: EEO6 Occupational Categories by Demographics, Fall 2018

- **Admin/Mgmt:** Majority White; somewhat more males than females
- **Faculty:** Majority White; more females than males
- **Clerical:** Majority female; White and Latinx
- **Technical:** Highest % Latinx female
- **Skilled Crafts:** Majority male; Latinx and White
- **Service/Maint:** Majority male; and White

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	531	28.8%	22.0%	2.0%	16.4%	31.3%	18.4%
	Female	612	22.1%	25.2%	30.0%	14.6%	0.0%	3.2%
Latinx/Hispanic	Male	271	10.6%	8.6%	4.0%	11.1%	43.8%	38.4%
	Female	408	13.5%	12.7%	30.0%	26.4%	6.3%	12.0%
Asian	Male	165	5.8%	6.1%	2.5%	10.7%	6.3%	4.0%
	Female	241	10.6%	8.8%	15.5%	10.0%	0.0%	0.8%
Black/African American	Male	30	1.0%	1.1%	0.0%	0.7%	0.0%	4.0%
	Female	69	2.9%	2.7%	5.5%	1.1%	0.0%	0.8%
Two or More Races	Male	27	1.0%	1.0%	1.0%	0.7%	0.0%	1.6%
	Female	52	1.9%	1.9%	2.5%	2.9%	0.0%	0.8%
Pacific Islander	Male	4	0.0%	0.1%	0.0%	0.7%	0.0%	0.0%
	Female	5	0.0%	0.2%	0.5%	0.4%	0.0%	0.0%
Amer Indian/Alaska Native	Male	2	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
	Female	5	0.0%	0.1%	1.0%	0.0%	0.0%	0.8%
Unknown	Male	105	0.0%	4.1%	0.5%	2.5%	12.5%	13.6%
	Female	120	1.9%	5.3%	5.0%	1.8%	0.0%	1.6%
	TOTAL	2,647	100%	100%	100%	100%	100%	100%

Source: Banner, MIS EB-EJ data



Cypress: EEO6 Occupational Categories by Demographics, Fall 2018

- **Admin/Mgmt:** Majority White; somewhat more males
- **Faculty:** Majority White; slightly more males
- **Clerical:** Highest % White female; next largest groups Latinx and Asian female
- **Technical:** Highest % White (more females) and female Latinx
- **Skilled Crafts:** Majority male; White and Latinx
- **Service/Maint:** Majority male; Latinx and White

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	201	29.2%	23.5%	1.8%	18.8%	40.0%	20.8%
	Female	200	25.0%	22.2%	34.5%	24.6%	0.0%	2.1%
Latinx/Hispanic	Male	92	12.5%	8.8%	0.0%	1.4%	20.0%	50.0%
	Female	109	8.3%	11.3%	21.8%	20.3%	10.0%	0.0%
Asian	Male	69	12.5%	7.6%	1.8%	10.1%	10.0%	6.3%
	Female	92	8.3%	10.3%	18.2%	10.1%	0.0%	0.0%
Black/African American	Male	15	4.2%	1.4%	0.0%	0.0%	0.0%	8.3%
	Female	25	0.0%	2.8%	5.5%	1.4%	0.0%	2.1%
Two or More Races	Male	13	0.0%	1.7%	0.0%	1.4%	0.0%	0.0%
	Female	21	0.0%	2.4%	3.6%	2.9%	0.0%	0.0%
Pacific Islander	Male	1	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%
	Female	3	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%
Amer Indian/Alaska Native	Male	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Female	1	0.0%	0.0%	1.8%	0.0%	0.0%	0.0%
Unknown	Male	38	0.0%	4.0%	1.8%	4.3%	20.0%	8.3%
	Female	33	0.0%	3.5%	9.1%	2.9%	0.0%	2.1%
TOTAL		913	100%	100%	100%	100%	100%	100%

Source: Banner, MIS EB-EJ data



Fullerton: EEO6 Occupational Categories by Demographics, Fall 2018

- **Admin/Mgmt:** Highest % White male
- **Faculty:** Majority White; slightly more females
- **Clerical:** Majority female; White and Latinx
- **Technical:** Highest % Latinx female
- **Skilled Crafts:** Majority Latinx male
- **Service Maint:** Majority Latinx (males and females) and White males

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	278	39.5%	24.8%	2.6%	16.9%	20.0%	17.2%
	Female	281	15.8%	25.4%	33.8%	11.5%	0.0%	1.6%
Latinx/Hispanic	Male	139	18.4%	9.4%	5.2%	13.8%	80.0%	31.3%
	Female	197	7.9%	13.5%	29.9%	26.9%	0.0%	18.8%
Asian	Male	76	5.3%	6.1%	2.6%	11.5%	0.0%	1.6%
	Female	89	2.6%	7.2%	10.4%	10.0%	0.0%	1.6%
Black/African American	Male	11	0.0%	1.0%	0.0%	0.8%	0.0%	1.6%
	Female	30	5.3%	2.3%	6.5%	1.5%	0.0%	0.0%
Two or More Races	Male	9	2.6%	0.7%	1.3%	0.0%	0.0%	1.6%
	Female	22	2.6%	1.6%	3.9%	1.5%	0.0%	1.6%
Pacific Islander	Male	2	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
	Female	3	0.0%	0.2%	0.0%	0.0%	0.0%	1.6%
Amer Indian/Alaska Native	Male	2	0.0%	0.1%	0.0%	0.8%	0.0%	0.0%
	Female	2	0.0%	0.0%	1.3%	0.8%	0.0%	0.0%
Unknown	Male	54	0.0%	4.1%	0.0%	2.3%	0.0%	20.3%
	Female	35	0.0%	3.3%	2.6%	1.5%	0.0%	1.6%
TOTAL		1,230	100%	100%	100%	100%	100%	100%

Source: Banner, MIS EB-EJ data



NOCE: EEO6 Occupational Categories by Demographics, Fall 2018

- **Admin/Mgmt:** Highest % White and Latinx females
- **Faculty:** Highest % White female
- **Clerical:** Majority female; Latinx, White & Asian
- **Technical:** Highest % Latinx female
- **Skilled Crafts:** NA
- **Service/Maint:** Highest % Latinx male

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	36	15.0%	10.1%	0.0%	4.8%	0.0%	0.0%
	Female	115	35.0%	31.0%	25.0%	14.5%	0.0%	25.0%
Latinx/Hispanic	Male	30	0.0%	6.1%	0.0%	16.1%	0.0%	50.0%
	Female	79	30.0%	13.5%	37.5%	38.7%	0.0%	0.0%
Asian	Male	10	0.0%	2.7%	0.0%	3.2%	0.0%	0.0%
	Female	45	5.0%	10.4%	20.8%	12.9%	0.0%	0.0%
Black/African American	Male	3	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%
	Female	14	5.0%	3.4%	12.5%	0.0%	0.0%	0.0%
Two or More Races	Male	4	0.0%	0.7%	0.0%	1.6%	0.0%	25.0%
	Female	8	0.0%	1.3%	0.0%	6.5%	0.0%	0.0%
Pacific Islander	Male	1	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%
	Female	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Amer Indian/Alaska Native	Male	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	Female	0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Unknown	Male	50	0.0%	4.0%	0.0%	0.0%	0.0%	0.0%
	Female	12	10.0%	15.5%	4.2%	1.6%	0.0%	0.0%
TOTAL		407	100%	100%	100%	100%	0%	100%

Source: Banner, MIS EB-EJ data



District Services: EEO6 Occupational Categories by Demographics, Fall 2018

- **Admin/Mgmt:** Highest % Asian female; then White male and female
- **Faculty:** NA
- **Clerical:** Majority female; Latinx, White, & Asian
- **Technical:** Majority male; White and Asian
- **Skilled Crafts:** 100% Latinx male
- **Service/Maint:** Highest % Latinx female; then Latinx and White male

Ethnicity	Gender	Count	Admin/Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	16	22.7%	--	2.3%	42.1%	0.0%	22.2%
	Female	14	18.2%	--	20.5%	0.0%	0.0%	11.1%
Latinx/Hispanic	Male	10	4.5%	--	9.1%	10.5%	100.0%	22.2%
	Female	23	13.6%	--	36.4%	5.3%	0.0%	33.3%
Asian	Male	10	4.5%	--	4.5%	31.6%	0.0%	11.1%
	Female	15	31.8%	--	18.2%	0.0%	0.0%	0.0%
Black/African American	Male	1	0.0%	--	0.0%	5.3%	0.0%	0.0%
	Female	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
Two or More Races	Male	1	0.0%	--	2.3%	0.0%	0.0%	0.0%
	Female	1	4.5%	--	0.0%	0.0%	0.0%	0.0%
Pacific Islander	Male	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
	Female	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
Amer Indian/Alaska Native	Male	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
	Female	1	0.0%	--	2.3%	0.0%	0.0%	0.0%
Unknown	Male	1	0.0%	--	0.0%	5.3%	0.0%	0.0%
	Female	2	0.0%	--	4.5%	0.0%	0.0%	0.0%
TOTAL		95	100%	NA	100%	100%	0%	100%

Source: Banner, MIS EB-EJ data



NOCCCD Commitment to EEO and Diversity



District-Wide Diversity Activities 2018-2019

- **Diversity and Inclusion Faculty Fellows**
- **Future Instructor Training Program (FIT)**
- **Pluralism, Inclusion, and Equity Series (P.I.E.)**
 - Racial Microaggressions and Mental Health in Higher Education Institutions
 - Immigrants' Rights and Advocacy Lecture Series
 - Tim Wise: Understanding and Defeating Race and Class Inequity in America
 - The Museum of Tolerance Field Trip
 - Four Skills of Cultural Competence
 - Disability: Student Accommodations Workshop
- **Reducing Bias in the Workplace Workshop**
- **Inclusive Excellence Curriculum Transformation Seminar-2019**
- **Changes in Hiring/Screening Process**
 - Addition of Desirable Diversity Qualifications
 - Diversity Hiring Toolkit
 - Role of the EEO Representative has been expanded
 - Diversity Minimum Qualifications are now scored
 - Adverse Impact checks at each stage of screening process
- **Developed professional affinity group recruitment list**
- **Developed availability data**
- **Equity Minded Teaching Institute - USC, Center for Urban Education - Sponsored a team of 10**



District-Wide Diversity Activities 2018-2019

- **National Conference on Race and Ethnicity (Sponsored a team of 10)**
- **Hire Me Workshops**
- **State EEO funds granted \$50,000**
- **Title IX and Harassment and Discrimination Prevention Training provided to all new hires**
- **How to Conduct Internal Investigation trainings provided to district managers**
- **Compliance Workshops and Trainings on : Discrimination and Harassment Prevention, Title IX, EEO/Diversity hiring guidelines, EEO Representative Training**
- **Provided support for the Faculty Staff Associations**
- **Timely and thorough investigations of Title IX and Discrimination complaints**
- **Employee demographic dashboard created by District Research and Planning**



Cypress College 2018-19 Diversity Activities

SEPTEMBER

- Latino/Hispanic Heritage Month
- LIFT Up- Working with Formerly Incarcerated Students
- Understanding and Defeating Race and Class Cruelty
- 3CSN: Four Skills of Cultural Diversity

OCTOBER

- Museum of Tolerance Field Trip
- Sylvia Mendez Lecture
- Disabilities Awareness Month
- DSS Open House
- Funds of Knowledge- - Juana Mora

NOVEMBER

- Native American Heritage Month
- International Education Week
- Latinx Housing Discrimination in the 1960s w/Alex Bernal
- Veterans Day Ceremony
- Janet Zadina: Pathways to the Brain

DECEMBER

- AIDS Awareness
- Kwanza Celebration w/ Legacy Students

JANUARY

- Japanese & Chinese New Year

FEBRUARY

- Black History Month
- Freedom Writers Screening

MARCH

- Women's Recognition Month
- Green Zone Training
- Mental Illness Awareness Lecture - author Ellen Forney
- 4 Life: A Conversation with 4 "Lifers"

APRIL

- Sexual Assault Awareness Month
- Connecting with Islam Workshop
- Yom HaShoah

MAY

- Asian Pacific Islander Heritage Month
- Religious Diversity Awareness

JUNE

- Gay, Lesbian, Bisexual, and Transgender Awareness Month



Fullerton College 2018-19 Diversity Activities

AUGUST

- UMOJA “Rap with the Faculty”

SEPTEMBER

- UMOJA Presents Woke Wednesday: Undercover Heroines
- Start of Banned Latinx Authors Library Display
- UMOJA Presents Digital Blackface
- Latinx Students Forum! (10th Annual)
- Challenging the Culture of Cruelty
- Latino Faculty & Staff Association Presents Free Movie Night- DOLORES

OCTOBER

- One Book One College Presents Border Talk
- UMOJA Presents: Chop It Up Series (Current Events)

- LGBTQ+ Students Forum! (8th Annual)
- Latinx Heritage Tour
- LFSA Movie Night- My Crazy Life
- Undocumented Student Week of Action
- Asian American & Pacific Islander Forum (8th Annual)
- Dia De Los Muertos

NOVEMBER

- KWANZAA Celebration
- FMLA Speaker on Domestic Violence Awareness
- World AIDS Day Awareness

DECEMBER

- UMOJA Presents Principles of Kwanzaa

FEBRUARY

- Social Mixer and APIA Membership Drive
- Creating Inclusive Environments for LGBTQ+ Students

MARCH

- KinderCaminata
- Women's Forum! (9th Annual)
- Homelessness 101 (OCUW)
- Female Majority Leadership Alliance Club Meeting!

APRIL

- Sexual Assault Awareness Month
- WORLDFEST!

MAY

- 50th Anniversary of Ethnic Studies Summit
- Tour: Japanese American Museum



NOCE 2018-19 Diversity Activities

SEPTEMBER 15 – OCTOBER 15

- Latinx Heritage Month, Latinx: History, Culture, Future
- Latino Faculty & Staff Association documentary: Dolores Huerta
- LFSA movie night “Mi Vida Loca”

JANUARY

- Holiday Tradition Celebration by Administrative Assistant Group
- Professional development day workshops on gender identity, dealing with trauma, immigrants' rights, microaggressions, and Universal Design

- DSS Get Safe Behavioral Response Training (BRT)

FEBRUARY

- Black History Month Documentary and guest appearance: The Freedom Writers

MARCH

- Transition Night – DSS assisting students with disabilities to transition from K-12 to postsecondary

APRIL

- Disability Awareness Month

MAY

- Universal Design Seminar
- Community Conversation (DSS)

JUNE

Police Social – DSS staff and the ARISE lab event with the Anaheim Police Department, and campus safety officers from Cal State Fullerton and NOCE.

YEAR LONG

Mental Health – NOCE Faculty completed the investigative stage of a NOCRC strategy to identify the gaps in services for students with Mental Health disabilities

