



# Institutional Commitment to Diversity Report

November 24, 2020



Prepared by:

Arturo E. Ocampo, JD  
District Director, Diversity & Compliance,  
Human Resources

Gabrielle Stanco, PhD  
District Director, Research, Planning & Data  
Management



NORTH ORANGE COUNTY  
COMMUNITY COLLEGE DISTRICT



NOCE

## TABLE OF CONTENTS

- I. INTRODUCTION
- II. EXECUTIVE SUMMARY
- III. ANALYSES OF DATA
- IV. DEVELOPING & MAINTAINING INSTITUTIONAL  
COMMITMENT TO DIVERSITY AND EEO
- V. NEW EFFORTS AND INITIATIVES IN 2019-20
- VI. ADDENDUM "A" (Data Sets)

## **I. INTRODUCTION**

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

NOCCCD's 2019-2022 Equal Employment Opportunity Plan (Plan) was developed by the District's Equal Employment Opportunity Advisory Committee (EEOAC). The Plan was approved by the Board of Trustees on June 11, 2019. The Plan provides action steps for the District to meet its EEO and DEI goals. The action steps include providing the Board of Trustees with an Annual Institutional Commitment to Diversity Report, with the understanding that transparency promotes shared institutional interests and inquiry.

The data in this report includes demographics of new full-time faculty, administrator/management, and classified hires for 2019-20, a comparison of state and local employee demographics, an analysis of the diversity of NOCCCD applicants and hires for the last five years, and the demographics of NOCCCD employees. The data informs NOCCCD where additional efforts should be focused and where the District has been successful. This report also summarizes recent initiatives and efforts in EEO and DEI.

## **II. EXECUTIVE SUMMARY**

The trend data shows that the overall diversity of NOCCCD's hires and applicant pools continue to increase each year. The data demonstrates that overall employee diversity at NOCCCD also continues to grow steadily. When compared to state and local community college averages NOCCCD continues to have a more diverse employee population.

Areas of concern, however, include:

1) Full-time faculty diversity hiring over the last five years has been stagnant.

The data demonstrate that although the diversity of full time faculty applicant pools has increased over 22% in the last five years, the diversity of full time faculty hires over the last five years has remained stagnant, decreasing by less than 1% between 2015 and 2019.

2) There are specific departments where underrepresentation exists.

For the first time in 2019, faculty data was disaggregated by race and ethnicity for each academic department. In 2020 for the first-time, staff data has also been disaggregated by department. Although District employee diversity is higher than state and local averages, there are specific departments and job categories where underrepresentation exists.

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

A. Applicant and Hire Data for 2019-20

- Thirteen full-time faculty were hired in 2019-20, 54.5% of applicants were diverse, 46.2% of hires were diverse. A 7.1% increase in applicants and a 1.5% increase in hires from the previous year. Disaggregated, the data shows of the thirteen hired:
  - 53.8% - White
  - 23.1% - Latinx
  - 15.4% - Asian/PI
  - 7.7% - Other Non-White
- 61% of the full-time faculty hires came from the adjunct ranks.
- Thirteen managers/administrators were hired in 2019-20, 69.3% of applicants were diverse and 77% hired were diverse. Disaggregated, the data shows of the thirteen hired:
  - 30.8% - Latinx
  - 23.1% - White
  - 15% - African American
  - 15% - Asian/PI (Filipino)
  - 7.7% - American Indian/Alaskan Native
  - 7.7% - Multi-Ethnic
- Sixty-three classified employees were hired in 2019-20, 71.3% of applicants were diverse and 77.8% hired were diverse. Disaggregated, the data shows of the sixty-three hired:
  - 55.6% - Latinx
  - 19% - White
  - 15.9% - Asian/PI
  - 4.8% - African American
  - 3.2% - Unknown
  - 1.6% Multi-Ethnic
- Districtwide there were 88 new hires (includes administrators, full-time faculty, and classified) in 2019-20, 67.4% of applicants were diverse and 73% hired were diverse. Disaggregated, the data shows of the 88 hired:
  - 47.7% - Latinx
  - 23.9% - White
  - 14.8% - Asian/PI
  - 5.7% - African American
  - 3.4% - Unknown

- 2.3% - Multi-Ethnic
- 1.1% - Other Non-White
- 1.1% - American Indian/AK Native

B. Applicant and Hire Trend Data Fall 2015 to Fall 2019

- Districtwide, NOCCCD has increasingly attracted racially/ethnically diverse **applicants** (faculty, staff, and administrators/managers combined). From Fall 2015 to Fall 2019 applicant diversity has increased from 42% to 67%.
- NOCCCD has also increased the diversity of its **hires** from Fall 2015 to Fall 2019; from 60% to 73%.
- The diversity of full-time faculty **applicants** has increased 22% between Fall 2015 and Fall 2019, however, the diversity of full-time faculty **hires** has decreased by less than one percent during this period.
- The diversity of full-time faculty districtwide has increased by 6.5% between 2015 and 2019.<sup>1</sup>

C. Employee Demographic Comparison Data (Fall 2019)

- In 2019, 71% of NOCCCD students were diverse and 50% of employees were diverse.
- NOCCCD employee diversity is higher, at 50%, compared to the average for California Community Colleges statewide at 41% and higher than local community colleges<sup>2</sup> who combined have 43% employee diversity. Comparisons with local colleges include the following:
  - Educational Administrators – NOCCCD 41% diverse v. Local CC 39% diverse
  - Faculty - NOCCCD 44% diverse v. Local CC 34% diverse
  - Classified – NOCCCD 65% Diverse v. Local CC 58% diverse

D. District Employee Demographics

- NOCCCD employee racial/ethnic diversity has increased approximately 9%, from 40.8% in Fall 2015 to 49.6% in Fall 2019.

---

<sup>1</sup> Between 2015-2019, 50% to 83% of full-time faculty who have retired have been White.

<sup>2</sup> Local community colleges include Rancho Santiago, South Orange, and Coast Community College Districts.

- Females make up the majority of employees across the District, remaining stable over the last five years between 56-57%, and at 56.7% in Fall 2019.
- Districtwide administrator<sup>3</sup> demographics for Fall 2019 include the following:
  - White – 45%
  - Latinx – 25.2%
  - Asian/PI – 15.3%
  - Multi-Ethnic - 6.3%
  - African American – 5.4%
  - Unknown – 2.7%
- Districtwide faculty (full-time and adjunct) demographics for Fall 2019 include the following<sup>4</sup>:
  - White – 47.7%
  - Latinx – 21.7%
  - Asian/PI – 15.2%
  - African American – 3.9%
  - Multi-Ethnic – 3.1%
  - Am Ind/Alaska Native - 0.2%
  - Unknown - 8.2%
- Districtwide classified demographics for Fall 2019 include the following:
  - Latinx – 39.7 %
  - White – 29.5%
  - Asian/PI – 17.8%
  - Multi-Ethnic – 3.5%
  - African American – 3.4%
  - Unknown – 5.7%
  - Am Ind/Alaska Native – 0.4%
- Amongst Skilled Craft employees, only 5.9% are female (1/17) and 0% are African American
- Amongst Clerical employees, 89.5% are female
- Amongst Technical employees, the highest percentage are Latinx female at 25.1% (71/283) and only 1.1% are African American (3/283)
- Amongst District Services employees, only 1% (1/101) are African American

---

<sup>3</sup> Includes both academic and classified administrators and managers.

<sup>4</sup> For data on full-time faculty by race and ethnicity see slide 28 in addendum “A”

### III. ANALYSES OF DATA

#### A. Analysis of Report Data

The data demonstrates that in its overall hiring, the District continues to incrementally increase the diversity of its applicant pools and hires. The Diversity of the District's overall employee population continues to increase steadily. In comparison to state and local community college averages, NOCCCD has consistently outperformed them in all areas regarding the diversity of its hires and employee population. Although the District's diversity numbers have been increasing each year, there is still much room for improvement; in particular when comparing the District's employee population with the diversity of the District's student population, and the District's service area. The biggest disparities are with Latinx and White populations. Latinx students make up 47.2% of NOCCCD students, but Latinx employees only make up 26.5% of NOCCCD employees and 20.2% of full-time faculty. White students make up 16.5% of NOCCCD students but make up 42.9% of employees and 53% of full-time faculty.<sup>5</sup>

One data point of concern is that although the diversity of full-time faculty applicants has increased 22% over the last five years, the diversity of full-time faculty hires has decreased by less than one percent over the last five years. The hiring of diverse faculty over the last five years has remained stagnant. This tells us that although we have significantly increased the diversity of our applicant pools, something in the screening process is screening out diverse candidates. Hiring of diverse faculty may also be impeded by the fact that 60-72% of our full-time faculty hires come from our adjunct ranks. Since our adjunct faculty are no more diverse than our full-time faculty, hiring from this pipeline may perpetuate the current percentages of diverse faculty.

It is notable that in the last five years the percent of Latinx full-time faculty have increased by 4.1%, Asian full-time faculty have increased by 2.2% and African American full-time faculty have increased by 1%.<sup>6</sup> This appears to be slightly inconsistent with the stagnant hiring of diverse full-time faculty over the last five years. This may in part be explained by an older White full-time faculty population who, as they retire, may affect the overall percentages. In each of the last five years, 50-83% of all full-time faculty retirees have been White.

To address the stagnant hiring of diverse full-time faculty, the District should commit to diversifying the adjunct ranks. In addition, the District should review the data to determine at what point of the screening and hiring process diverse applicants are being screened out and should attempt to determine why they are being screened out.

---

<sup>5</sup> Data is from Fall 2019.

<sup>6</sup> It should be noted during this period American Indian/Alaskan Native full-time faculty decreased by 0.5%, Multi-Ethnicity decreased by 0.4%, and White decreased by 4.9%.

## B. Analysis of Disaggregated Data by Department and EEO6 Job Classification

This data demonstrates where the greatest underrepresentation exists.

Pursuant to the 2019-2022 NOCCCD Equal Employment Opportunity Plan, those departments/divisions where underrepresentation<sup>7</sup> is found is required to develop a plan designed to recruit, hire, and retain diverse faculty. Faculty as well as staff demographic data was disaggregated by department and EEO6 job classifications for each College/School and District Services to determine where underrepresentation exists for purposes of this report.<sup>8</sup>

Because some departments have very few employees in a job category, and because NOCCCD cannot provide data that would in effect disclose an employee's race, ethnicity or gender without their consent, this report will summarize the findings in smaller departments regarding underrepresentation. A more detailed report by departments and job categories will be provided to the Presidents, the Chancellor, and the Board of Trustees.

At Cypress and Fullerton College combined, there is a total 51 full-time Math faculty and a total of 64 adjunct Math faculty. There are no African American full-time or adjunct faculty at either college.

In the English department at Cypress College, of the 20 full-time faculty, only one faculty member is Latinx, one is African American, one is Multi-Ethnic (Two or More Races), and four are Asian/PI. In the English department at Fullerton College, out of 33 full-time faculty and 23 adjunct faculty, there are no African American faculty.

At Fullerton College there are no African American full-time faculty in the Biology (9 faculty), Business and CIS (12 faculty), and Music (10 faculty) departments. Underrepresentation of diverse full-time faculty at Fullerton College is also found in History, Art, Humanities, Physical Education, Physics and Political Science. Underrepresentation of diverse faculty exists amongst adjunct faculty in Art, Business, CIS, Dramatic Arts, Fine Arts, History, Machine Technology, and Philosophy and Religious Science. At Fullerton College, underrepresentation amongst staff was found in the Skilled Crafts and Technical EEO6 categories, and in the Institutional Effectiveness Department.

At Cypress College, of the 3 fulltime and 6 adjunct faculty in Anthropology, there is only one Asian/PI adjunct faculty and no Latinx or African American faculty. At Cypress College there are no full-time Faculty of Color in Kinesiology and Athletics (9 faculty). Underrepresentation of

---

<sup>7</sup> Underrepresentation is defined herein as any department or job category with four or more faculty members where there is less than 30% diversity, and in large departments or job categories where there is notable underrepresentation of a particular race, ethnicity, or sex. In this report underrepresentation of administrators and classified employees are also included by department.

<sup>8</sup> Data Source, NOCCCD Tableau, Employee Demographics on 10.18.20 and updated November 10, 2020.



diverse full-time faculty at Cypress College was also found in Art, CIS, Culinary Arts, Dental Hygiene, and Physical Sciences. Underrepresentation of diverse faculty was found amongst adjunct faculty in Auto Technology, Management and Marketing, and Physical Science. Amongst staff underrepresentation was found in Skilled Crafts, Technical EEO6 categories, and in the Fine Arts, and Health Science Departments.

At NOCE, underrepresentation of diverse faculty was found in Disability Support Services (8 faculty) where 87.5% of full-time faculty are White. At NOCE amongst staff there are no African Americans who are Technical employees (0/62) or Administrators (0/20). There are no male employees amongst Clerical employees (0/22).

In District Services there are no African American employees; Administrators/Managers (0/22), Clericals (0/49), and Service or Maintenance (0/10).

Districtwide, in skilled crafts, there is only one female employee and no black employees out of 17 employees.

#### **IV. DEVELOPING & MAINTAINING INSTITUTIONAL COMMITMENT TO DIVERSITY AND EEO**

Section XI of the 2019-2022, NOCCCD Equal Opportunity Employment (EEO) Plan,<sup>9</sup> states that 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.

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 diversity, equity, and inclusion related events sponsored by each campus in 2019-20 are detailed in addendum "A" to this report on slides 37-41.

At the districtwide 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 for 2019-20 is included in addendum "A" to this report on slide 38. Highlights include the following:

##### Future Instructor Training Program (FIT Program)

The FIT program was launched in the Fall of 2018. The program is a faculty internship program designed to increase the pool of diverse candidates for faculty positions. The FIT program

---

<sup>9</sup> See also Title 5 § 53003 (c) (10).

provides graduate students teaching experience at a community college and exposure to the community college work environment. Interns are provided training on culturally responsive and equity-minded teaching practices. Each intern is matched with an experienced faculty member who serves as their mentor during the semester long 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. Nine interns made up the first cohort of FIT interns. In its second year, 14 interns participated in the FIT program.

To date, approximately 4 interns have been hired at NOCCCD as adjunct faculty and 2 interns have been hired as full-time faculty members in the CSU system. Approximately 89% of interns identified as people of color.

#### Inclusive Excellence Transformation Seminar

In January 2020, the Office of Diversity and Compliance hosted its third annual Inclusive Excellence Transformation Seminar. Twenty-four NOCCCD faculty participated in the weeklong seminar. Through the seminar, the faculty cohort engaged in cooperative learning and discussions designed to assist them in developing DEI teaching practices and materials that could be integrated into their courses. To date, 74 faculty have attended the seminar and have modified at least one course to incorporate DEI teaching practices that are culturally responsive and equity-minded.

#### Diversity and Inclusion Faculty Fellows Program

Each campus has a Diversity and Inclusion Faculty Fellow who reports to the Office of Diversity and Compliance. In 2019-20, the Diversity and Inclusion Faculty Fellows Program completed its third year at NOCCCD. Diversity and Inclusion Faculty Fellows assist the Office of Diversity and Compliance with the goal of diversifying faculty and providing professional development (primarily, but not solely, to faculty) in the areas of DEI. 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 faculty perspectives.

#### 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 so they may provide effective teaching and support services for our diverse student body. The P.I.E. Series completed its third year in 2019-20. Events sponsored under the P.I.E. Series for 2019-20 included:

- Sexism & Sexual Harassment in Higher Education
- Through a Lens Darkly: Shifting Faculty of Color Support from Obscurity to Reality
- Serving Our Students with Learning Disabilities
- Religious Inclusivity
- Border South Documentary Screening with Director Raul Paz Pastrana
- Hostile Terrain 94 Exhibit, with Dr. Jason De Leon

### Professional Development and DEI

The District Professional Development Committee has incorporated DEI into its Leadership Academy and its Management Development Program. The individual campus Professional Development Committees also provide workshops and trainings on DEI on a regular basis.

### **V. NEW EFFORTS AND INITIATIVES IN 2019-20**

New efforts and initiatives in 2019-20 include the following based in part on the recommendations from the 2018-19 Commitment to Diversity Report and the 2019-2022, NOCCCD EEO Plan:

1. In those academic departments where underrepresentation was found in the 2018-19 Commitment to Diversity Report, the Presidents have requested that the identified departments or divisions develop plans designed to recruit, hire, and retain diverse faculty. The plans are due December 2020.
2. The Faculty Fellows and the Office of Diversity and Compliance disseminated a Faculty of Color Survey in late Spring 2020. The results will be published in late Fall 2020.
3. The District's EEOAC began reviewing the tenure review process and has collected data on who receives tenure by race and ethnicity. Recommendations, of the tenure review process will be issued in late Fall 2020.
4. The District finalized the development of availability data, and it is currently being used to monitor the screening and hiring process.
5. The adverse impact analysis procedures have been developed and are currently being used to monitor the screening and hiring process.
6. The EEOAC is currently developing recommendations for a core set of diversity and inclusion questions for use in all campus climate surveys and will be finalized by December 2020.
7. In late Spring 2020, a districtwide Anti-Racism Campaign was initiated.
8. Cypress College, Fullerton College and NOCE committed to addressing racism in 2020-21.

# **VI. ADDENDUM A.**

# INSTITUTIONAL COMMITMENT TO DIVERSITY REPORT 2015-2020

**Presented to the NOCCCD Board of Trustees November 24, 2020**

---

PREPARED BY

ARTURO E. OCAMPO JD

DISTRICT DIRECTOR FOR DIVERSITY AND COMPLIANCE

HUMAN RESOURCES

GABRIELLE STANCO, PH.D.

DISTRICT DIRECTOR, RESEARCH, PLANNING, AND DATA MANAGEMENT



# NOCCCD Applicant and New Hire Demographics 2019-2020

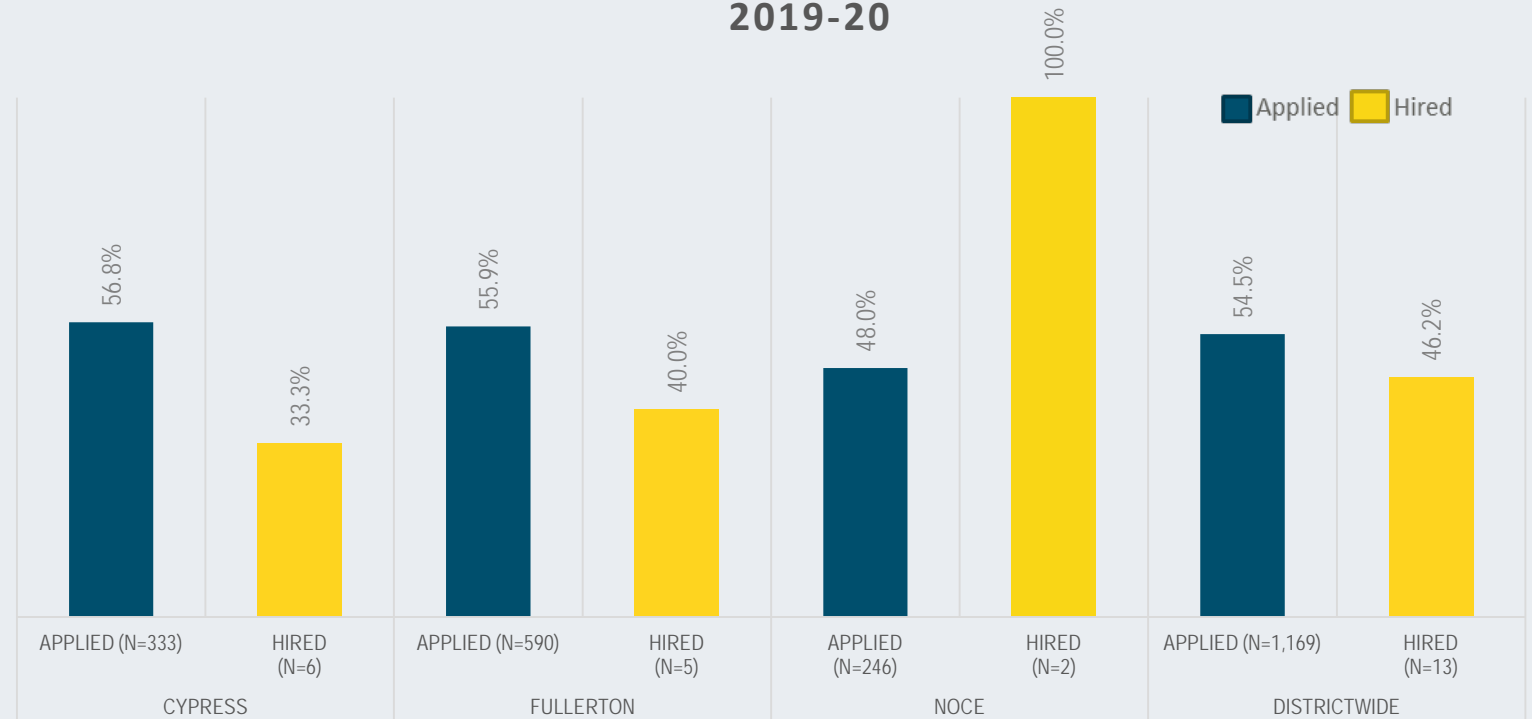
---



# Districtwide: Full-time Faculty Applicants & New Hires by Race/Ethnicity Diversity

NOCCCD % OF DIVERSE FULL-TIME FACULTY APPLIED & HIRED, 2019-20

- NOCCCD attracting diverse faculty applicants
  - 54.5% of full-time faculty applicants districtwide were diverse
  
- NOCCCD hiring diverse full-time faculty
  - 46.2% of full-time faculty hires districtwide were diverse



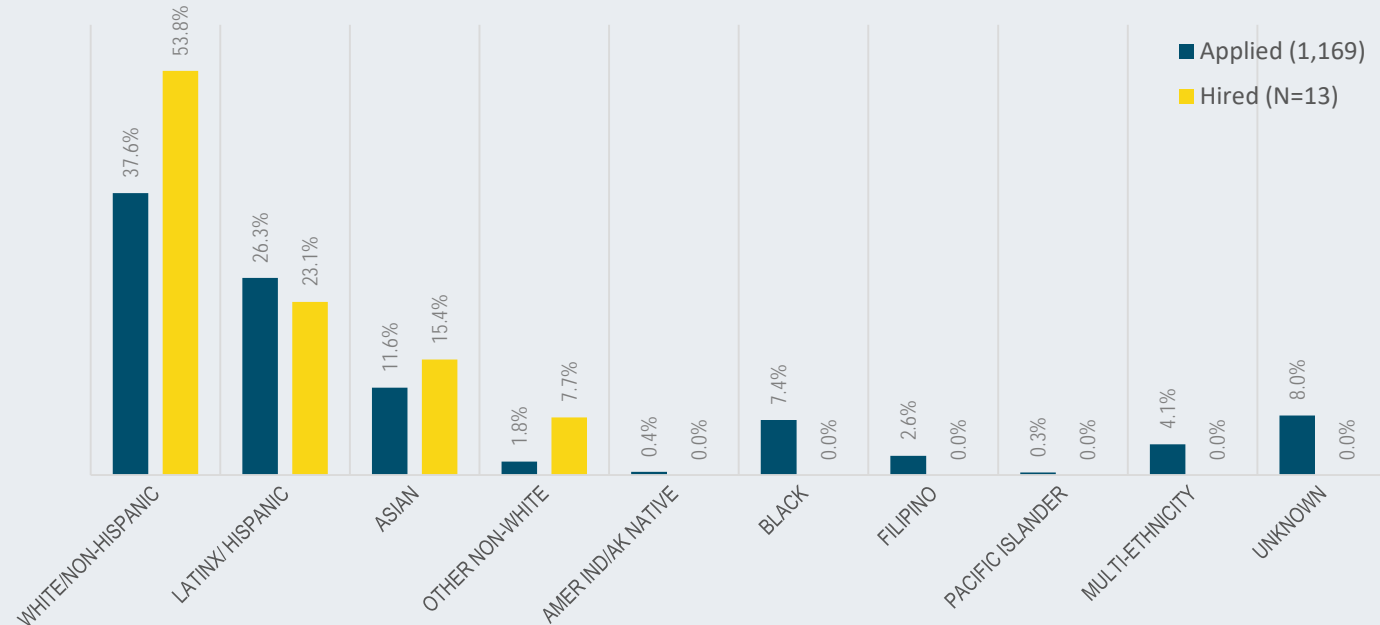
Source: PeopleAdmin. Applicant data for fiscal year 2019-2020; faculty new hire demographics for fiscal year 2020-2021 (starting fall 2020).  
 Note: Approximately 10% of applicants at each location declined to state an ethnicity.  
 Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# Districtwide: Full-time Faculty Applicants & New Hires by Race/Ethnicity Details

- Largest applicant groups were White (37.6%) and Latinx (26.3%) in 2019-20
- Majority of new hires were also from these two racial/ethnic groups:
  - 53.8% White
  - 23.1% Latinx

**FULL-TIME FACULTY APPLIED & HIRED BY RACE/ETHNICITY, 2019-20**



Source: PeopleAdmin. Applicant data for fiscal year 2019-2020; faculty new hire demographics for fiscal year 2020-2021 (starting fall 2020).

Note: Approximately 9% of applicants declined to state an ethnicity.

Note: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.

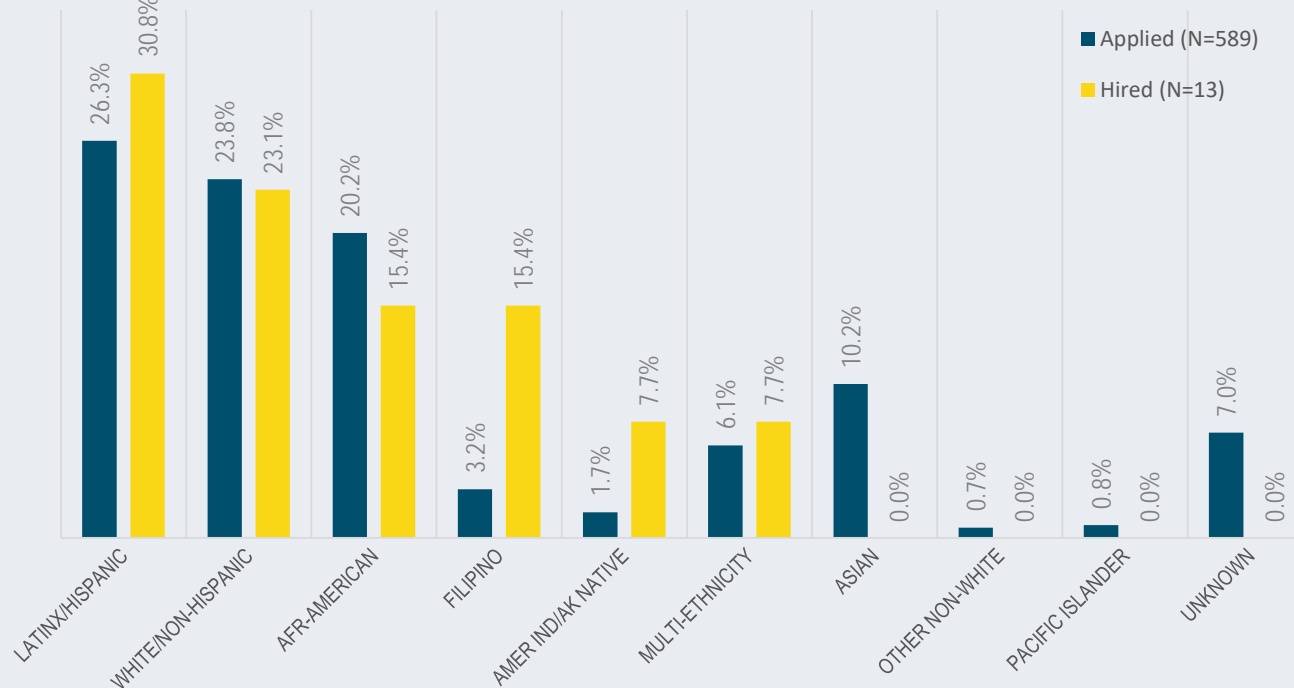




# Districtwide: Administrator/Manager Applicants & New Hires by Race/Ethnicity Details

- Largest applicant groups were Latinx (26.3%), White (23.8%), and African-American (20.2%) in 2019-20
- New hires were plurality Latinx (30.8%), then White (23.1%), African American (15.4%), and Filipino (15.4%)

**ADMINISTRATORS/MANAGERS APPLIED & HIRED BY RACE/ETHNICITY, 2019-20**



Source: PeopleAdmin

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

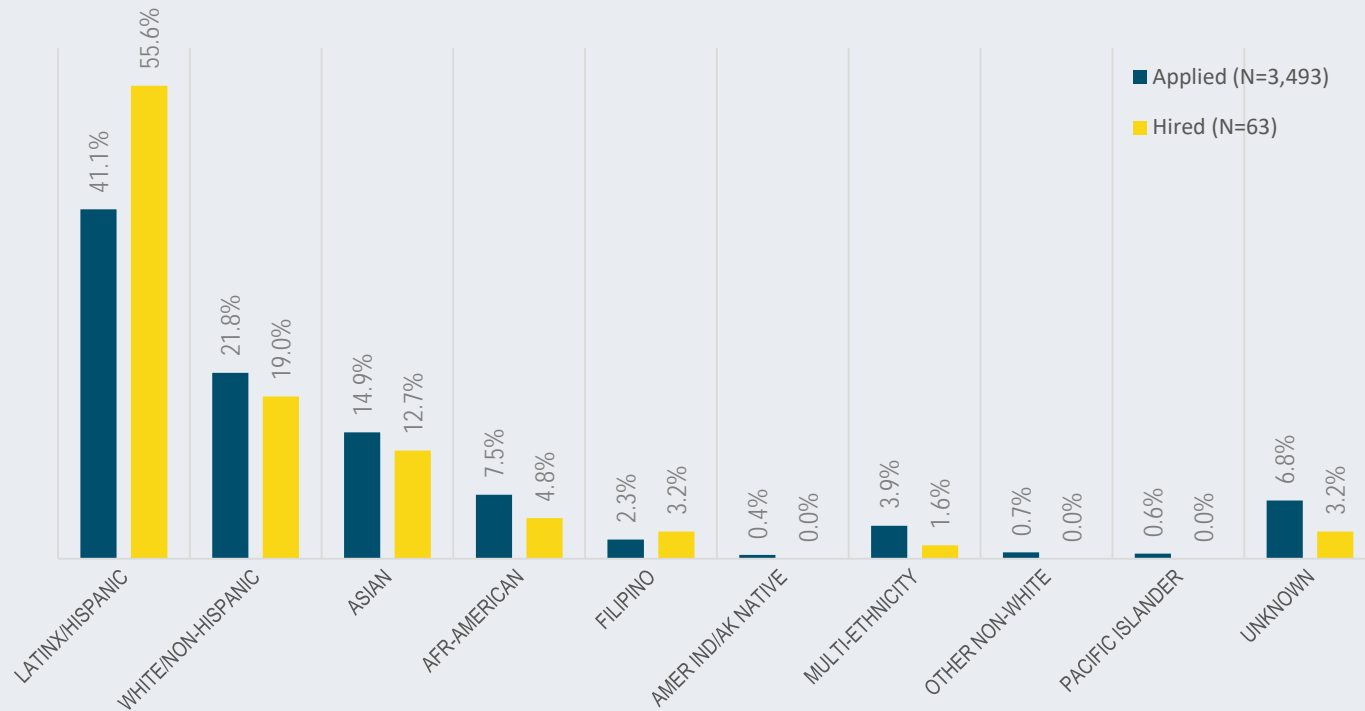
Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# Districtwide: Classified/Confidential Applicants & New Hires by Race/Ethnicity Details

- Largest applicant group was Latinx (41.1%), followed by White (21.8%), Asian (14.9%), and African-American (7.5%) in 2019-20
- New hires were majority Latinx (55.6%), then White (19.0%), Asian (12.7%), and African-American (4.8%)

**CLASSIFIED/CONFIDENTIAL APPLIED & HIRED BY RACE/ETHNICITY, 2019-20**



Source: PeopleAdmin

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

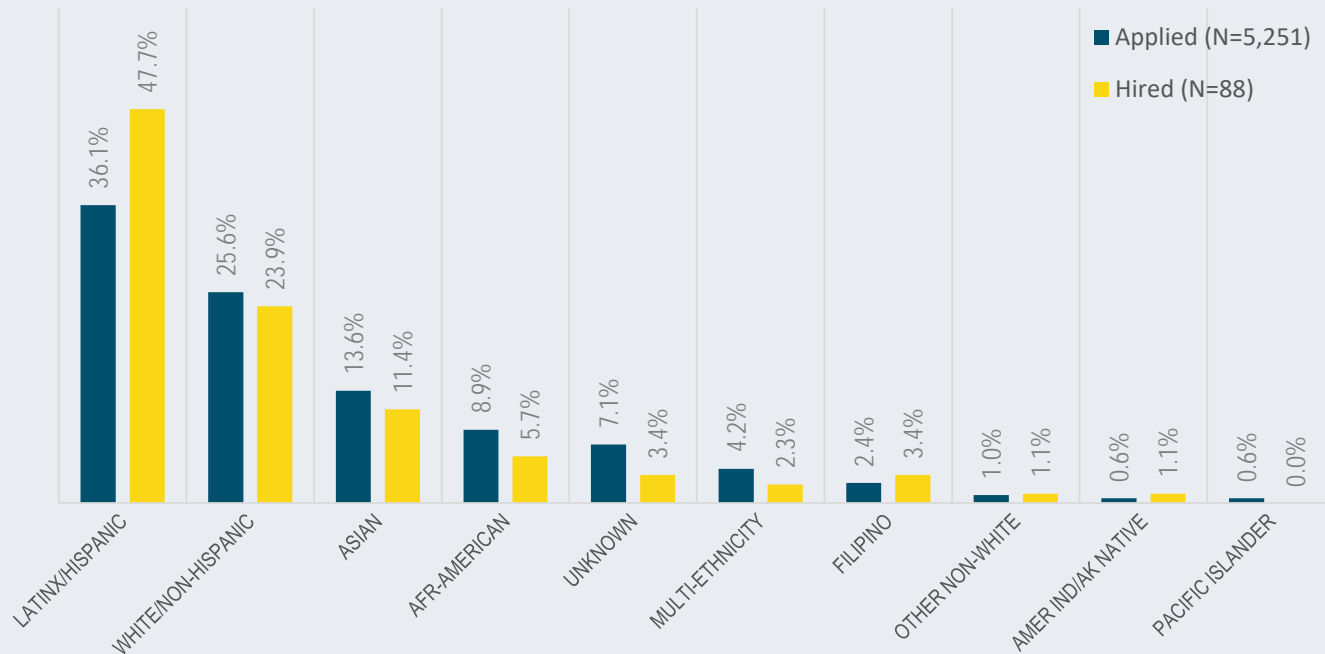
Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# Districtwide: All Applicants & New Hires by Race/Ethnicity Details

- Largest applicant groups were Latinx (36.1%) and White (25.6%) in 2019-20
- Majority of new hires were also from these two racial/ethnic groups:
  - 47.7% Latinx
  - 23.9% White

**DISTRICTWIDE: ALL APPLICANTS & NEW HIRES BY RACE/ETHNICITY, 2019-20**



Source: PeopleAdmin

Note: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# Five Year NOCCCD Applicant & New Hire Demographics 2015-2020

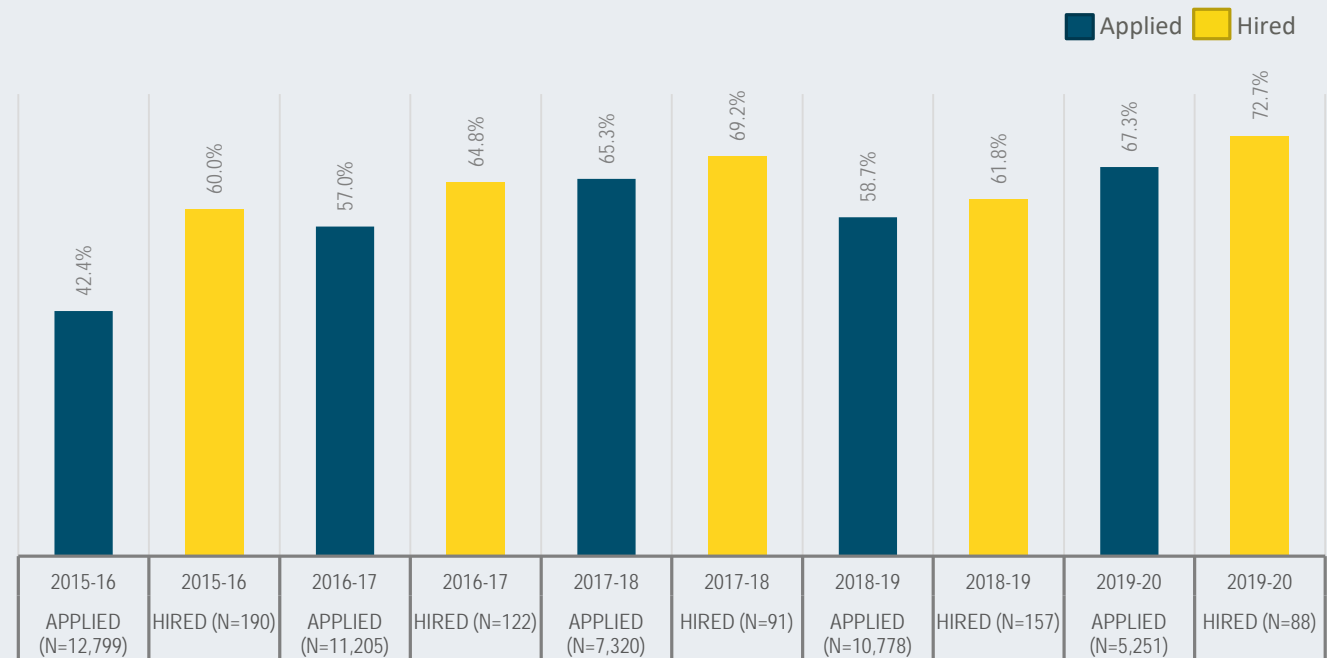
---



# Districtwide: Applicants & New Hires by Racial/Ethnic Diversity

- NOCCCD has increasingly attracted racially/ethnically diverse applicants over the past 5 years (42% to 67%)
- Majority of new hires have also been diverse and the rate has increased
- 73% of new hires across the district were diverse in 2019-20

DISTRICTWIDE: % OF DIVERSE APPLICANTS & NEW HIRES, 2015-16 TO 2019-20



Source: PeopleAdmin

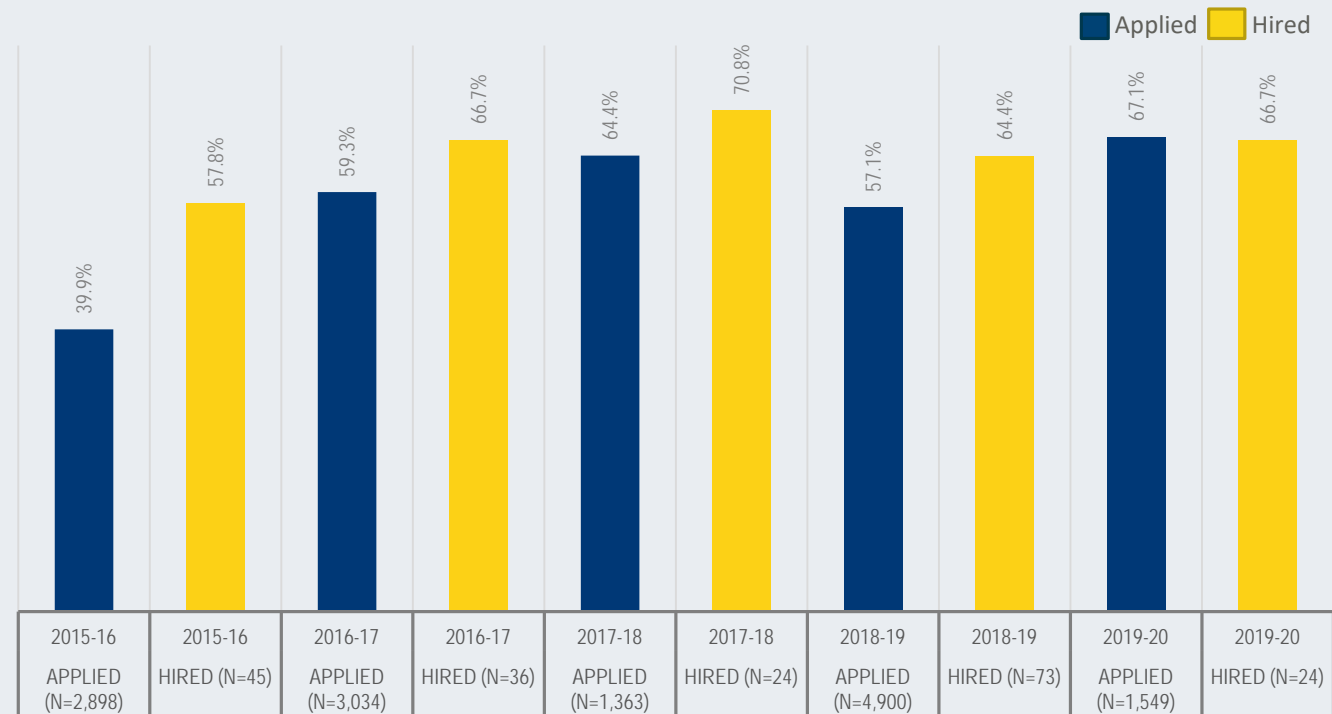
Note: 2019-20 data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# 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 increased by 9% since 2015-16
- 67% of new hires were diverse in 2019-20

**CYPRESS: % OF DIVERSE APPLICANTS & NEW HIRES, 2015-16 TO 2019-20**



Source: PeopleAdmin

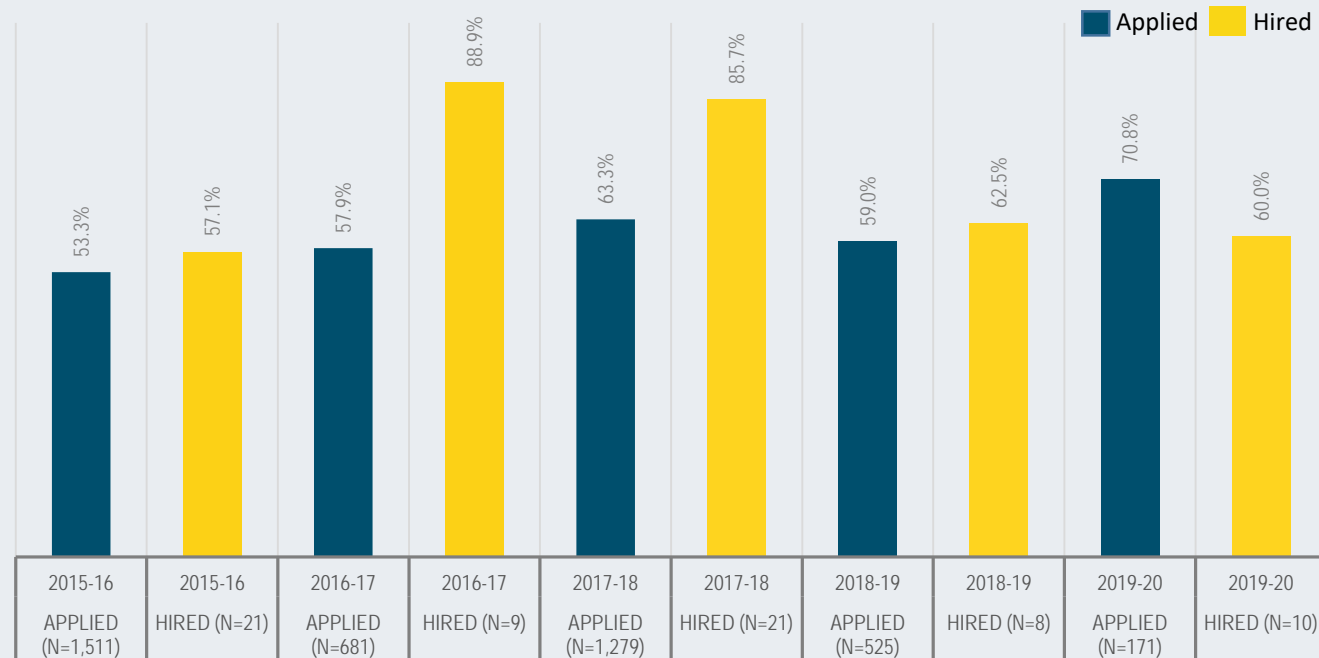
Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



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

- District Services has consistently attracted racially/ethnically diverse applicants
- Majority of new hires have also been diverse (ranging from 57% to 89%)
- 60% of new hires were diverse in 2019-20

**DISTRICT SERVICES: % OF DIVERSE APPLICANTS & NEW HIRES, 2015-16 TO 2019-20**



Source: PeopleAdmin

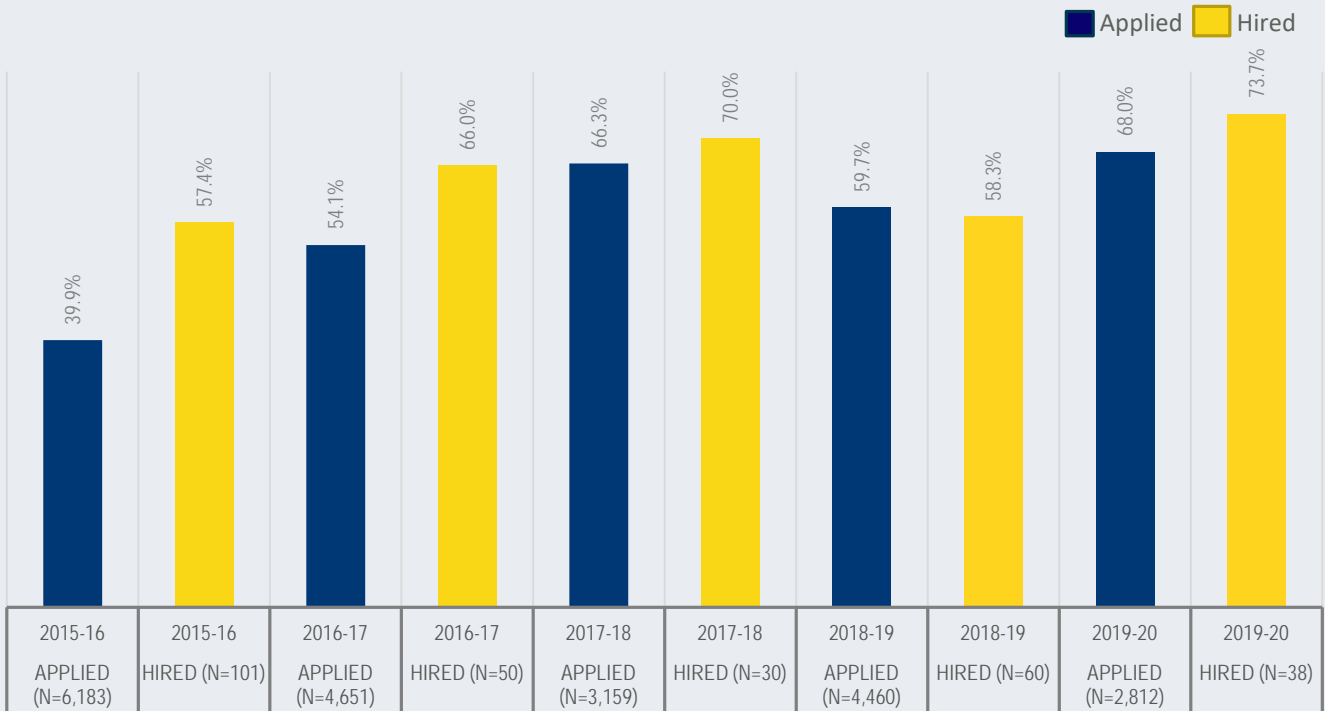
Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



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

- Fullerton has increasingly attracted racially/ethnically diverse applicants over the past 5 years (28% increase)
- Majority of new hires have also been diverse
- 74% of new hires were diverse in 2019-20

FULLERTON: % OF DIVERSE APPLICANTS & NEW HIRES, 2015-16 TO 2019-20



Source: PeopleAdmin  
 Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.

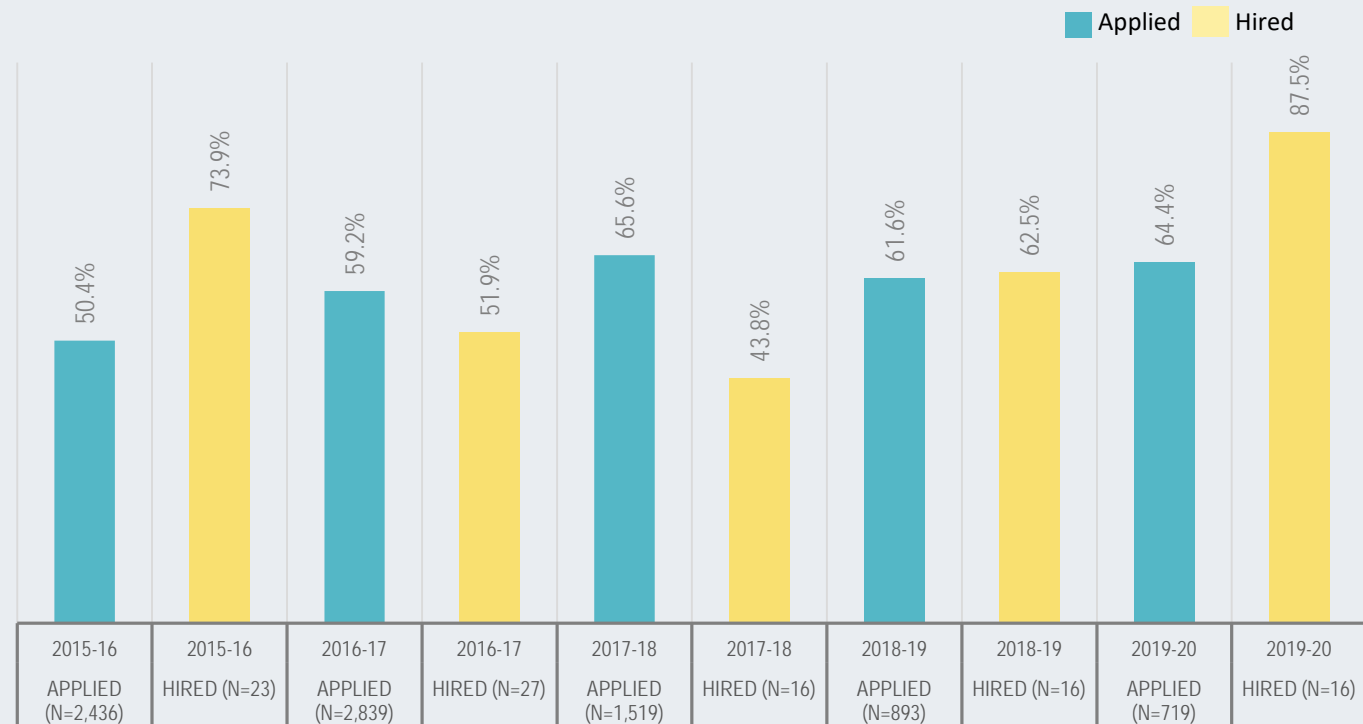




# NOCE: All Applicants & New Hires by Race/Ethnicity

- 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 14% since 2015-16
- 88% of new hires were diverse in 2019-20

**NOCE: % OF DIVERSE APPLICANTS & NEW HIRES, 2015-16 TO 2019-20**



Source: PeopleAdmin

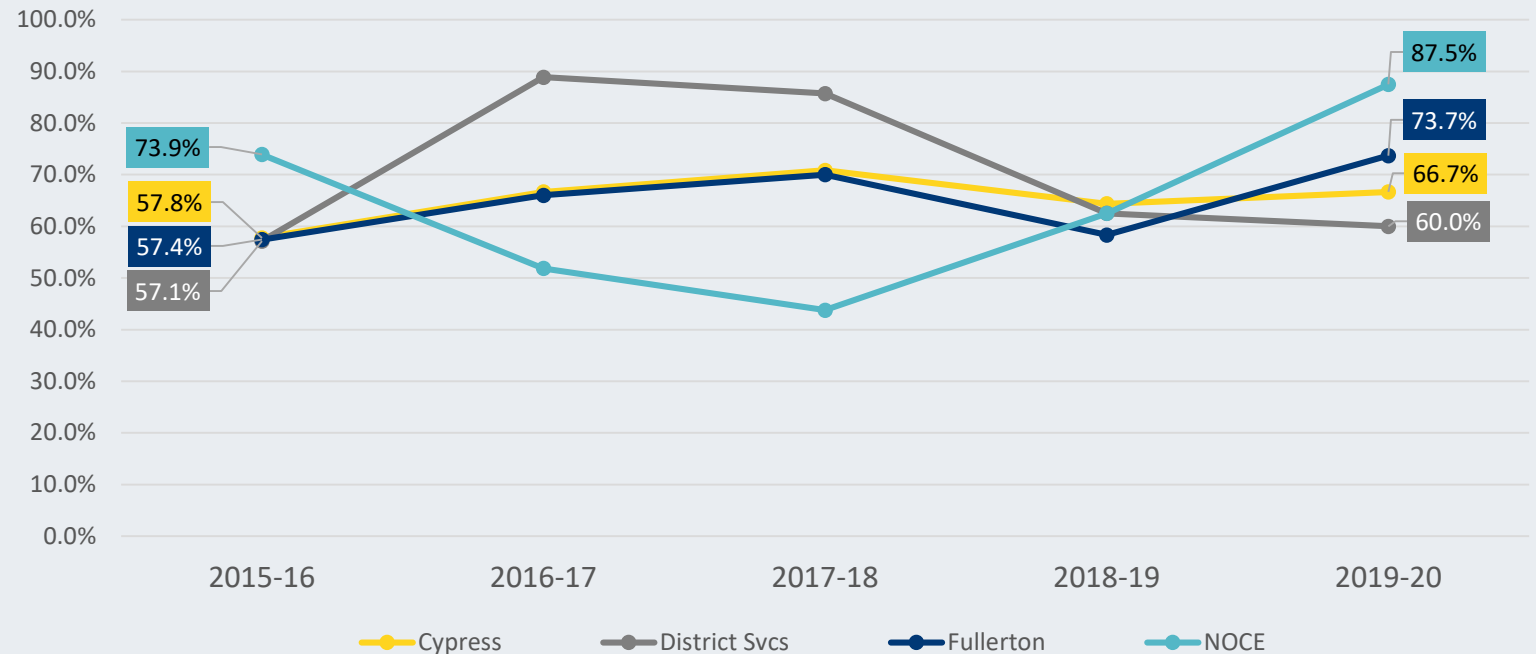
Note: Data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# Districtwide Trends in New Hires by Racial/Ethnic Diversity

- Majority of new hires districtwide have been diverse over the last five years
- All sites showed an increase in the percentage of diverse hires from 2015-16 to 2019-20
- NOCE had the highest percentage of diverse hires in 2019-20 (87.5%)

NOCCCD Percentage of Diverse Hires by Institution, 2015-16 to 2019-20



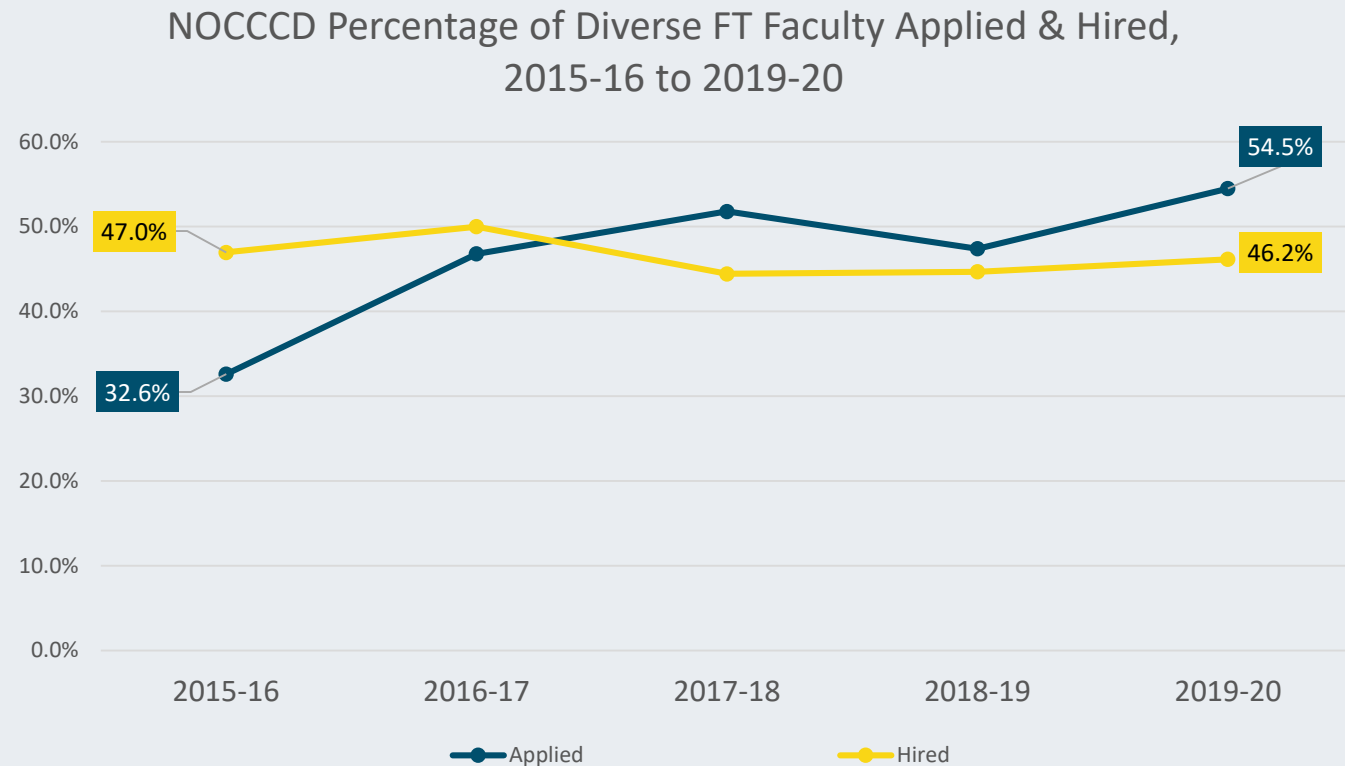
Source: PeopleAdmin

Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified and confidential staff. Classified and Admin/Mgmt data for fiscal year shown; faculty new hire demographics for the following fiscal year.



# Districtwide Trends in Full-time Faculty Applicants & New Hires by Racial/Ethnic Diversity

- Percentage of diverse FT faculty **applicants** has increased approx. 22% over the last five years
- Percentage of diverse FT faculty **hires** has decreased -0.8% over the last five years



Source: PeopleAdmin. Applicant data for fiscal year shown; faculty new hire demographics for the following fiscal year.  
Note: 2019-20 data exclude recruitments postponed or cancelled due to Covid-19 in spring 2020.



# NOCCCD Comparative Data

---



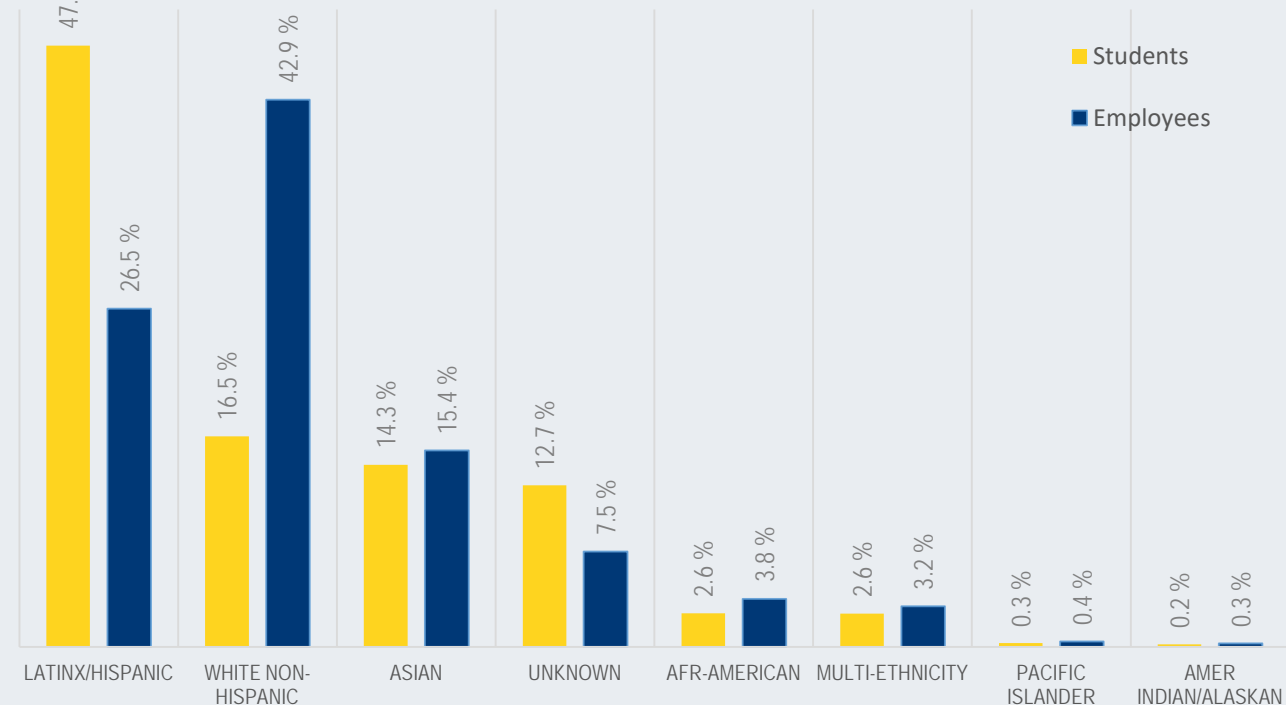
# NOCCCD Student vs Employee Race/Ethnicity

NOCCCD Student Diversity **71%**

NOCCCD Employee Diversity **50%**

- NOCCCD students are more diverse than employees by race/ethnicity
- More Latinx students than Latinx employees (47.2% versus 26.5%)
- More White Non-Hispanic employees than students (42.9% versus 16.5%)

**NOCCCD STUDENT VS EMPLOYEE RACE/ETHNICITIES  
FALL 2019**



Source: CCCC Data Mart

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

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



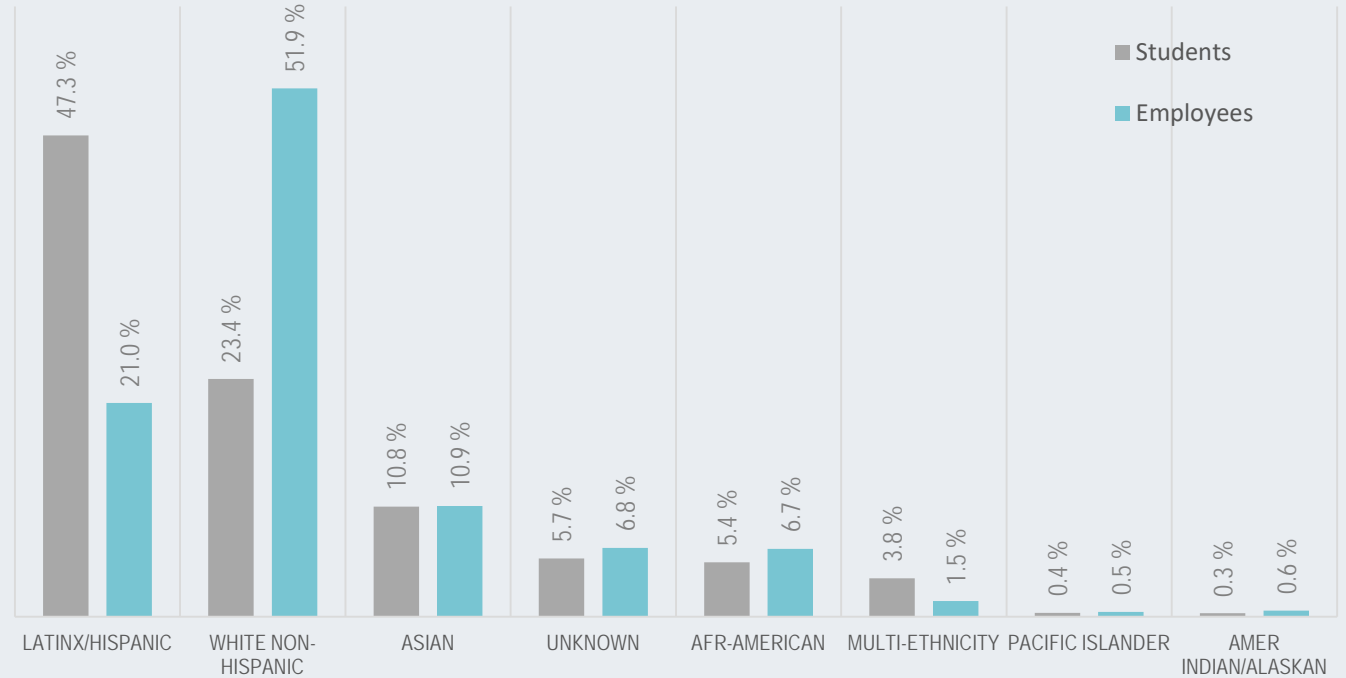
# CA Community Colleges (CCC) Student vs Employee by Race/Ethnicity

CCC Student Diversity **71%**

CCC Employee Diversity **41%**

- CCC students are more diverse than college employees by race/ethnicity
- Similar to NOCCCD trends
- More Latinx students than CCC employees (47.3% vs 21.0%)
- More White Non-Hispanic CCC employees than CCC students (51.9% vs 23.4%)

CA COMMUNITY COLLEGES STUDENT VS EMPLOYEE RACE/ETHNICITIES, FALL 2019



Source: CCCCC Data Mart  
 Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

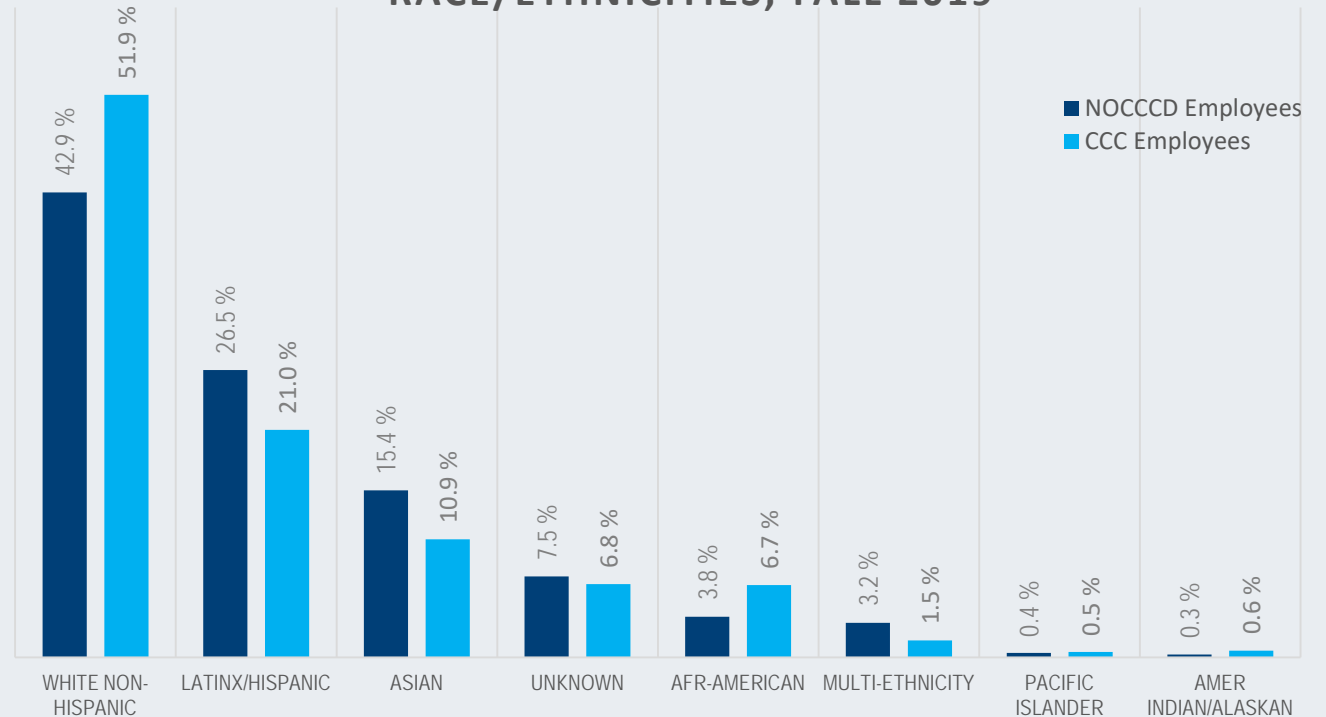


# NOCCCD vs CA Community Colleges Employee Race/Ethnicity

NOCCCD Employee Diversity **50%**  
 CCC Employee Diversity **41%**

- 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/ETHNICITIES, FALL 2019



Source: CCCC Data Mart, Faculty & Staff Demographics Report

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



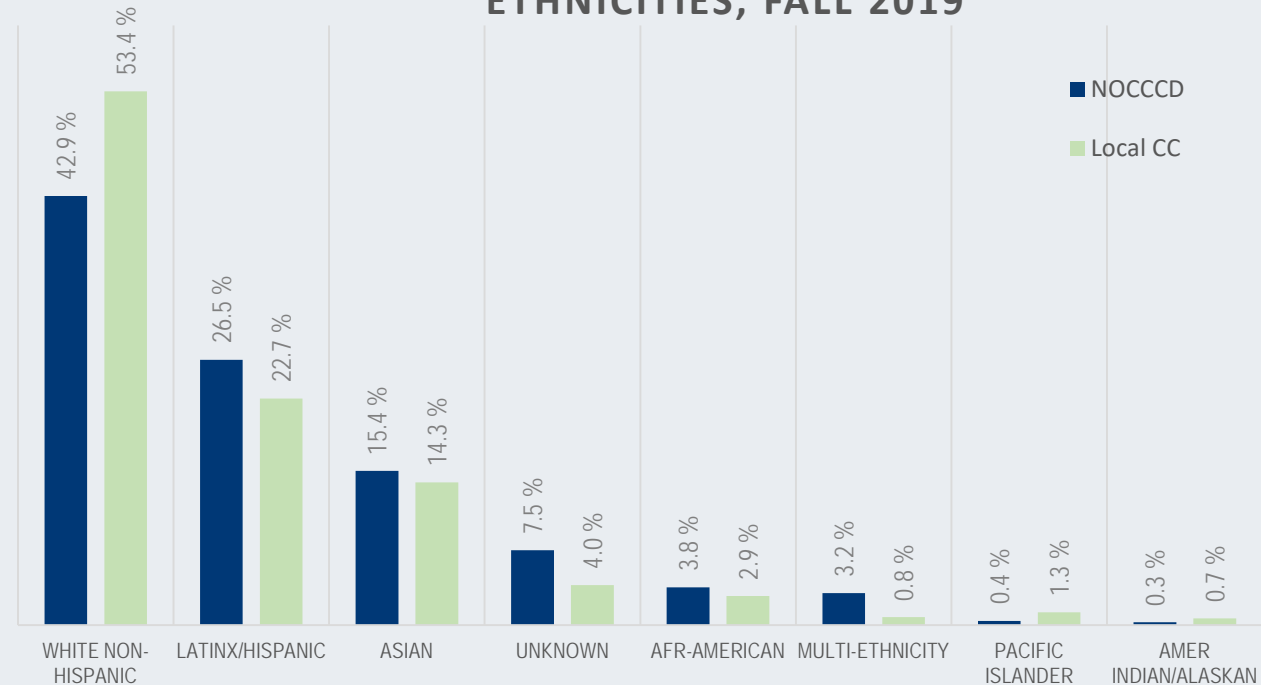
# NOCCCD vs Local Community College\* Employee Race/Ethnicity

NOCCCD Employee Diversity **50%**

Local CC Employee Diversity **43%**

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

**NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE ETHNICITIES, FALL 2019**



Source: CCCC Data Mart, Faculty & Staff Demographics Report

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

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

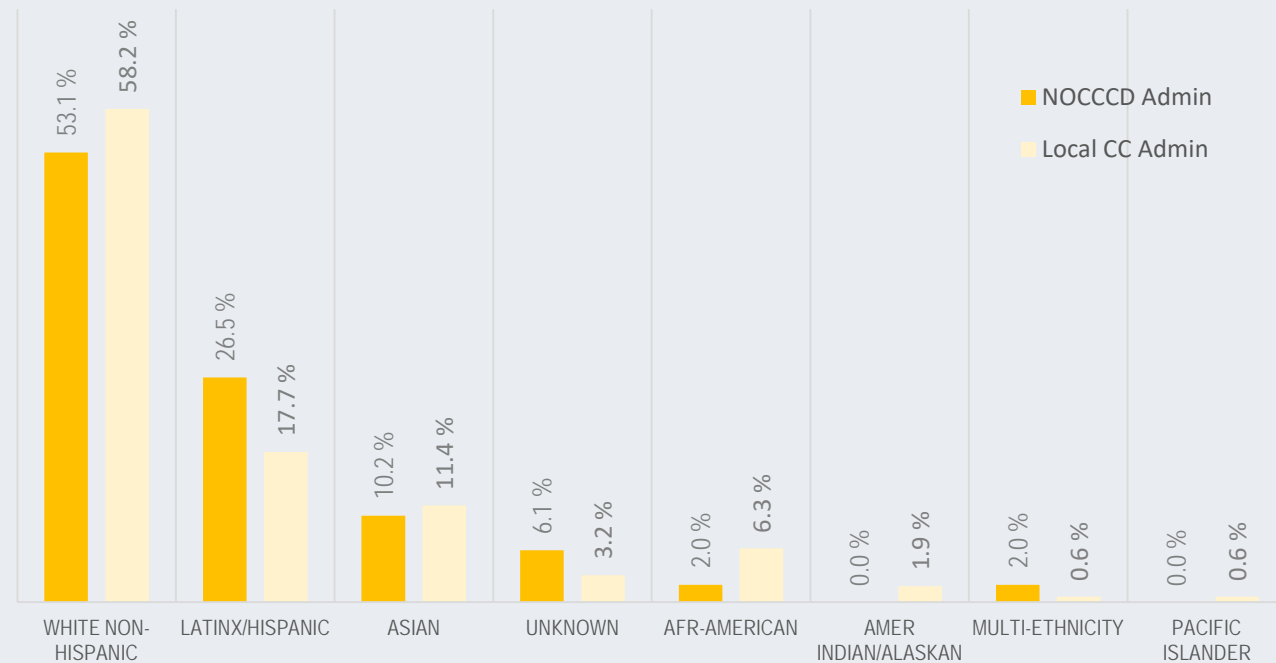


# NOCCCD vs Local Community College\* Employee Race/Ethnicity – Educational Administrators

NOCCCD Administrator Diversity **41%**  
 Local CC Administrator Diversity **39%**

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

**NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE ETHNICITIES - ED ADMINISTRATORS, FALL 2019**



Source: CCCCO Data Mart, Faculty & Staff Demographics Report

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

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

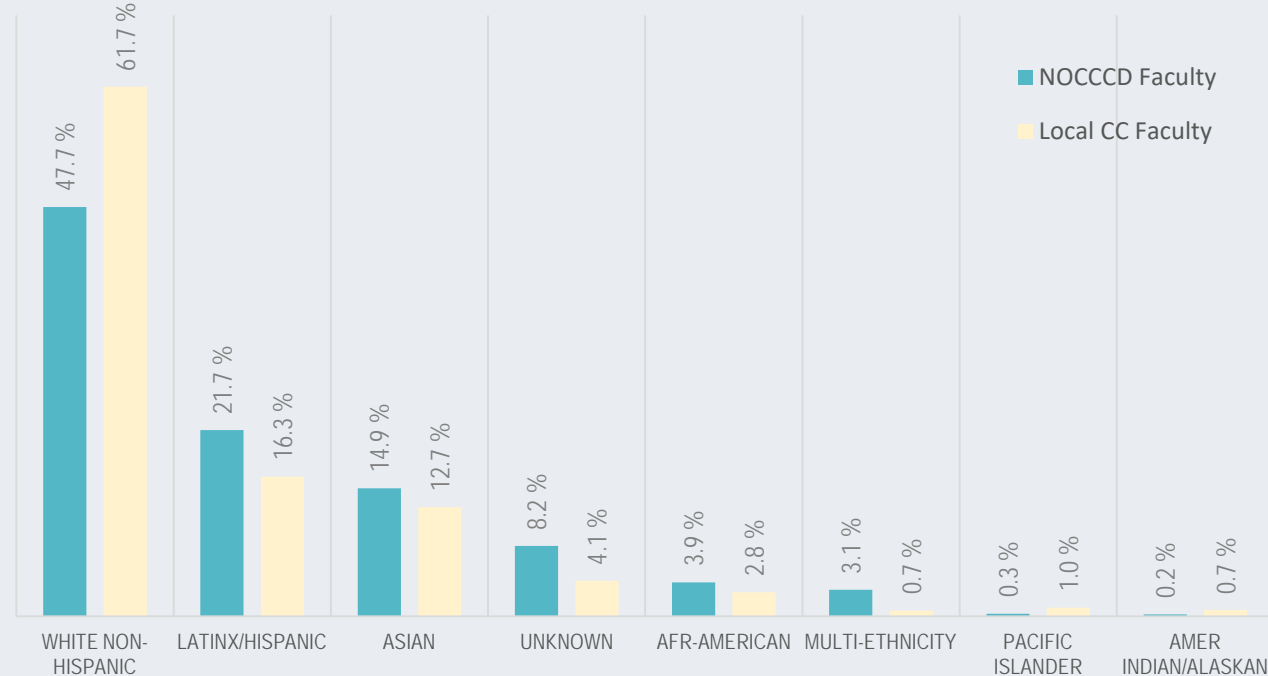


# NOCCCD vs Local Community College\* Employee Race/Ethnicity – All Faculty

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, African American, and multi-ethnic faculty

**NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE ETHNICITIES - ALL FACULTY, FALL 2019**



Source: CCCC Data Mart, Faculty & Staff Demographics Report

Note: Data include full-time and adjunct faculty.

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

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

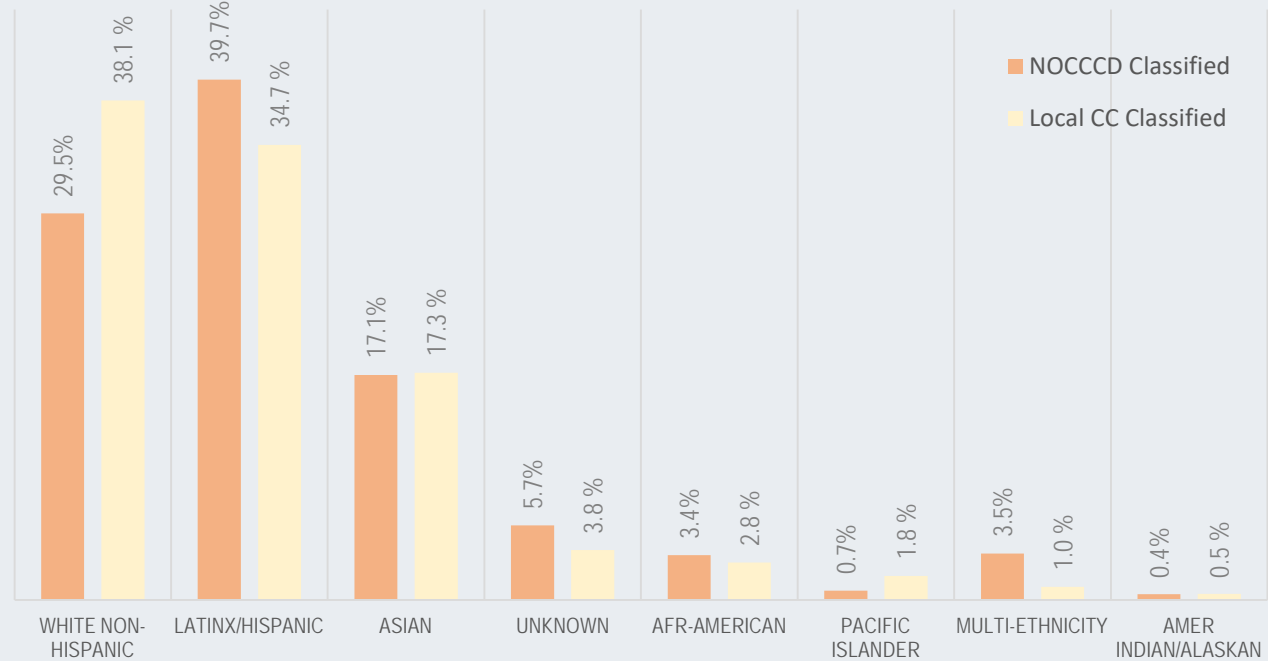


# NOCCCD vs Local Community College\* Employee Race/Ethnicity - Classified

NOCCCD Classified Diversity **65%**  
Local CC Classified Diversity **58%**

- 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, African American, and multi-ethnic employees

**NOCCCD VS LOCAL COMMUNITY COLLEGE EMPLOYEE ETHNICITIES - CLASSIFIED, FALL 2019**



Source: CCCC Data Mart, Faculty & Staff Demographics Report

Note: Data include classified professionals, classified managers, and confidential employees

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

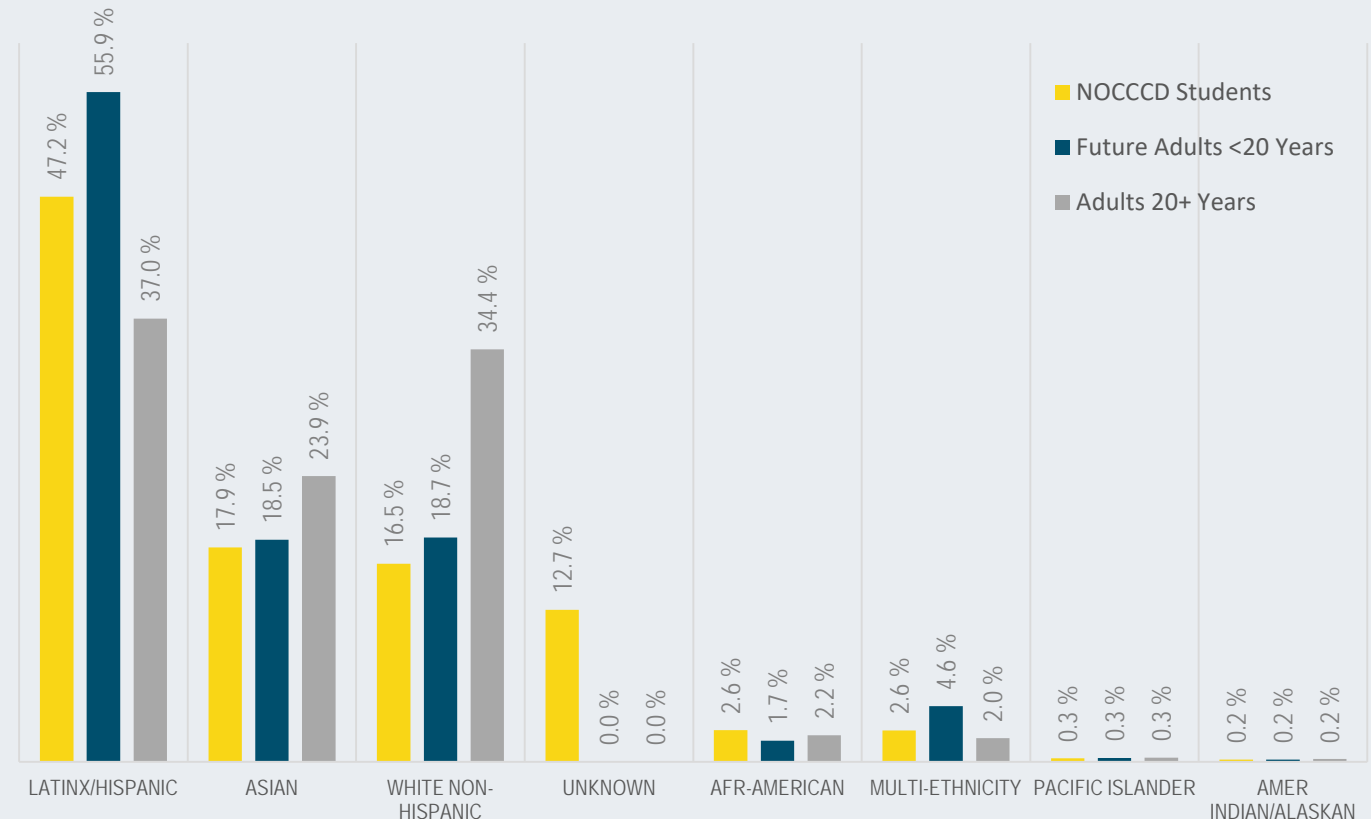
\*Note: Local Community College data represent the Rancho Santiago, Coast, and South Orange County Community College Districts



# NOCCCD Service Area Residents vs Student Race/Ethnicity

- Current NOCCCD Students:**  
 Predominately Latinx (47%);  
 17-18% each White and Asian
- NOCCCD Service Area Current Adult Population (20+ yrs.):** Plurality Latinx (37%); followed by White (34%) and Asian (24%)
- NOCCCD service area future adult population (<20 yrs.):** Majority Latinx (56%); 19% each White and Asian

NOCCCD SERVICE AREA VS STUDENT ETHNICITIES, 2019



Source: Student data from CCCC DataMart; Employee data from EMSI, Demographics Overview  
 Note: Data represent people living in the zip codes included in the NOCCCD service area  
 Note: Multi-Ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



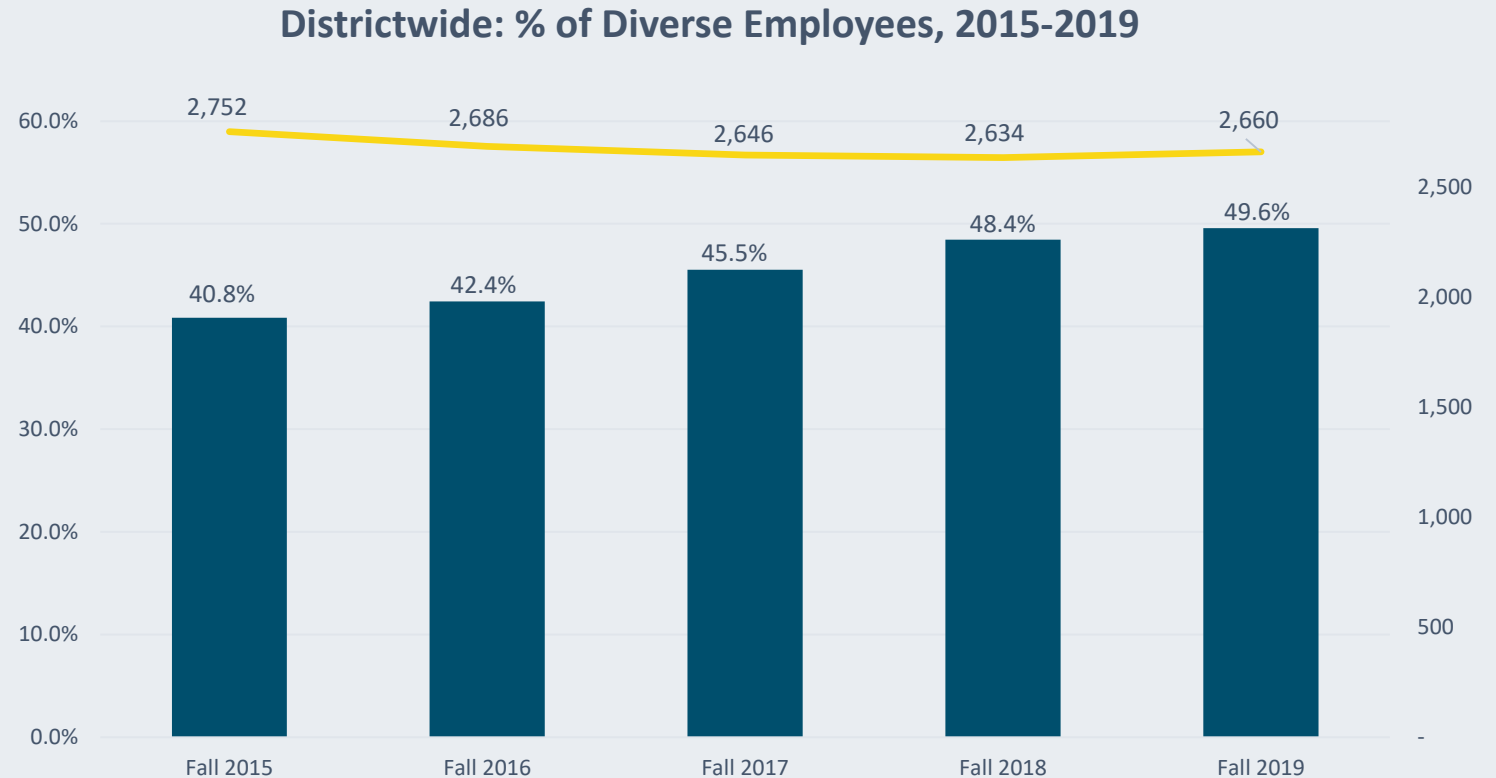
# NOCCCD Employee Demographics

---



# Districtwide Trends in Employee Race/Ethnicity

- NOCCCD employee racial/ethnic diversity has increased approx. 9% over the last five years from 40.8% in fall 2015 to 49.6% in fall 2019



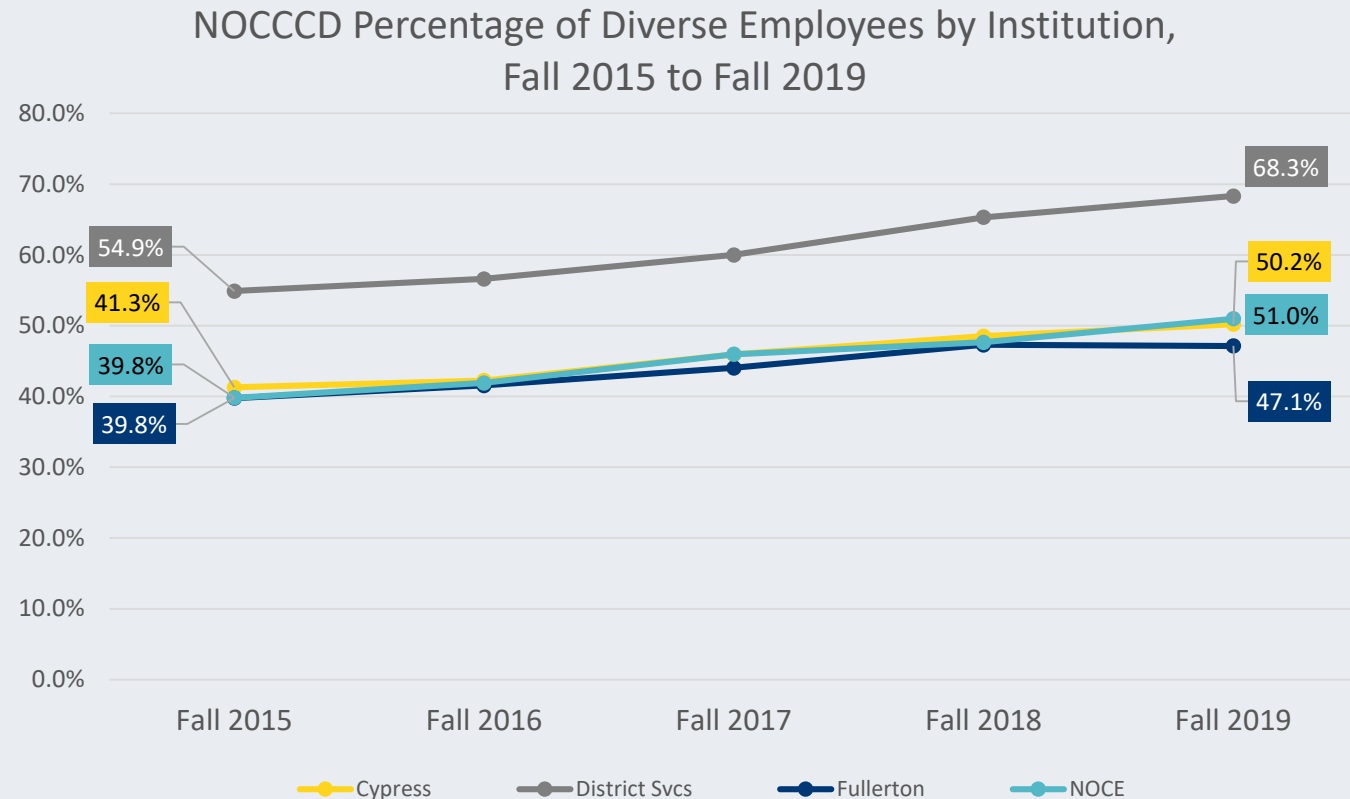
Source: CCCC Data Mart, Faculty & Staff Demographics Report

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



# NOCCCD Racial/Ethnic Diversity Employee Trends by Institution

- Each institution has increased the percentage of diverse employees over the last 5 years (between 7-13%)
- District Services has had the highest percentage of diverse employees (68% as of 2019) by race/ethnicity
- Cypress, Fullerton, and NOCE have had similar percentages of diverse employees over the last 5 years (47-51% as of 2019)



Source: CCCCO Data Mart, Faculty & Staff Demographics Report

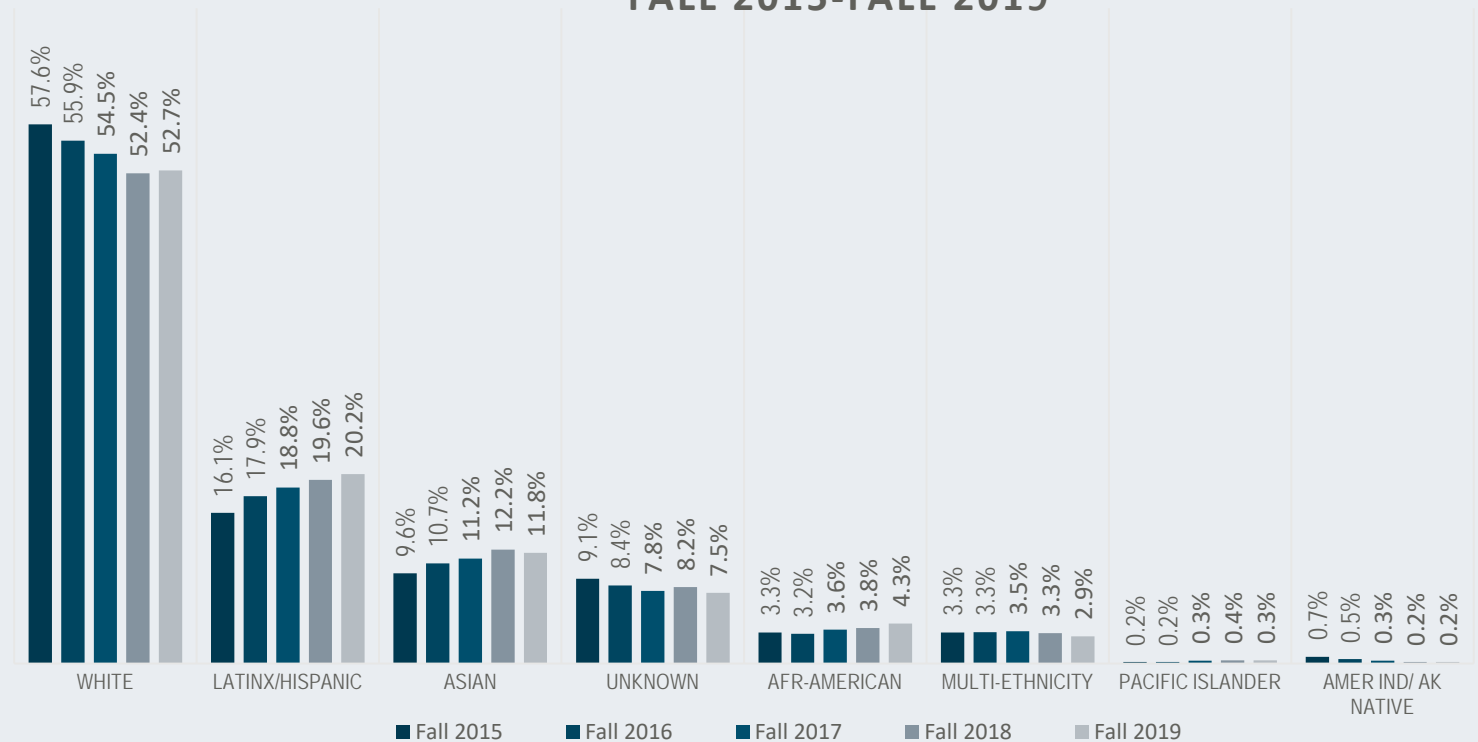


# Districtwide Trends in Full-time Faculty By Race/Ethnicity

## 5-Year Trends:

- White/Non-Hispanic percentage decreased by 4.9%
- Latinx percentage increased by 4.1%
- Asian percentage increased by 2.2%
- African-American percentage increased by 1.0%

DISTRICTWIDE: FULL-TIME FACULTY BY RACE/ETHNICITY, FALL 2015-FALL 2019



Source: CCCC Data Mart, Faculty & Staff Demographics Report

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

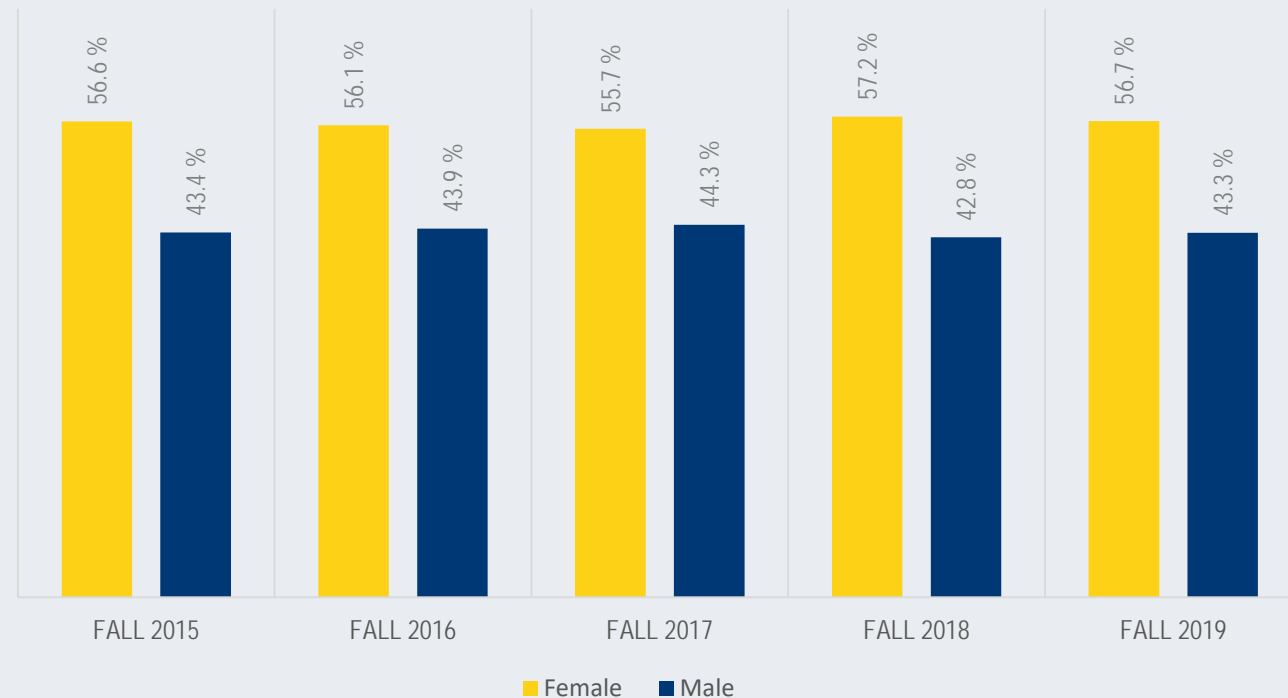




# Districtwide Trends in Employee Gender

- Females make up the majority of employees across the district
- Female employee percentage has remained stable over the last five years between 56-57% and stood at 56.7% in fall 2019

DISTRICTWIDE: ALL EMPLOYEE GENDER,  
FALL 2015-FALL 2019

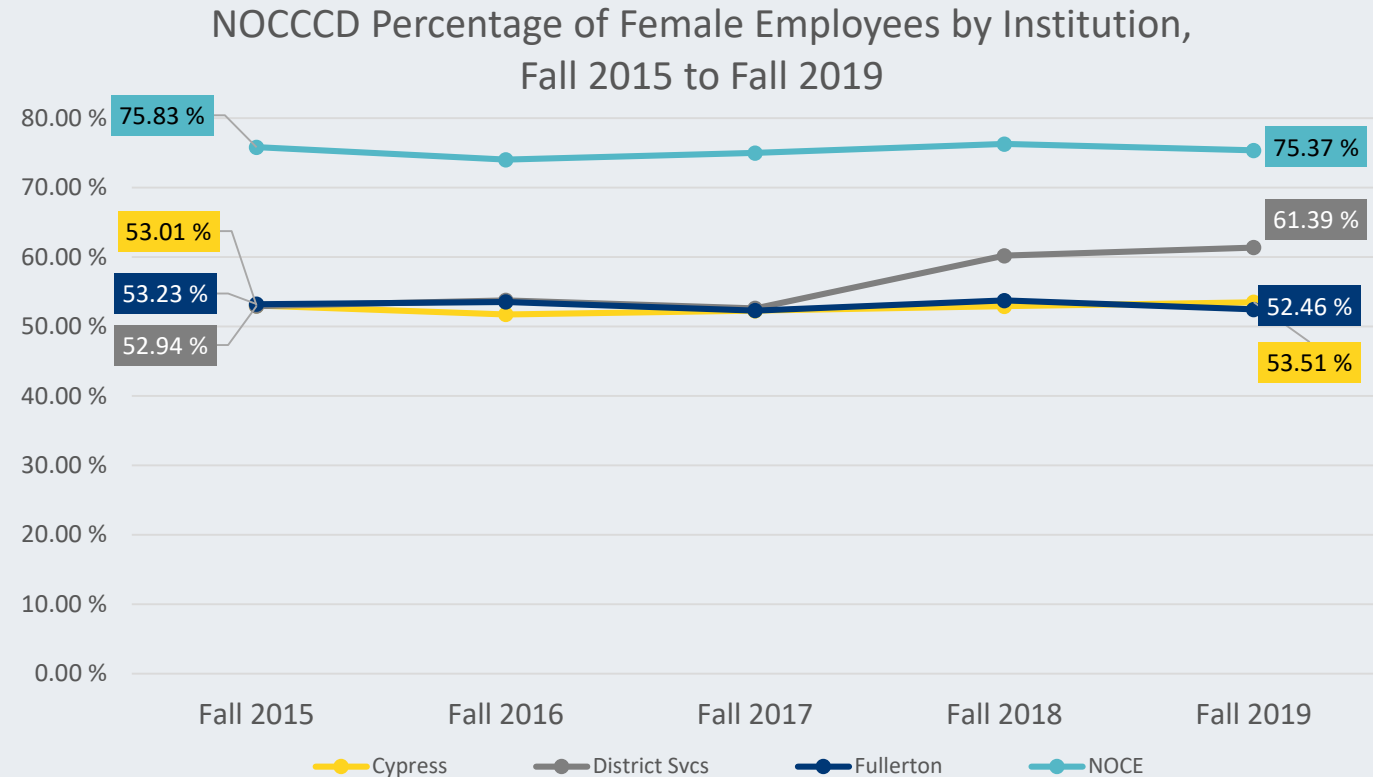


Source: CCCC Data Mart



# NOCCCD Trends in Percentage of Female Employees by Institution

- NOCE has consistently had the highest percentage of female employees and stood at 75% females as of 2019
- Cypress and Fullerton each has had approximately 53% females over the last 5 years
- District Services has increased female employees from 53% to 61% as of 2019



Source: CCCC Data Mart



# Demographics of NOCCCD EE06 Occupational Categories

---



# Districtwide: EEO6 Occupational Categories by Demographics, Fall 2019

- **Exec/Admin/Mgmt:** Plurality White; somewhat more males than females
- **Faculty:** Plurality 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; Latinx and White

Ethnicity	Gender	Count	Exec/Admin/ Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	532	23.4%	22.1%	2.4%	16.6%	29.4%	18.0%
	Female	618	21.6%	25.5%	27.8%	14.5%	0.0%	3.0%
Latinx/Hispanic	Male	289	10.8%	8.7%	4.7%	12.0%	47.1%	42.9%
	Female	422	14.4%	12.9%	32.5%	25.1%	5.9%	12.8%
Asian	Male	164	4.5%	6.0%	2.4%	11.0%	11.8%	3.8%
	Female	254	10.8%	9.2%	16.5%	10.2%	0.0%	0.8%
Black/African American	Male	35	1.8%	1.5%	0.0%	0.4%	0.0%	3.0%
	Female	65	3.6%	2.4%	5.2%	0.7%	0.0%	0.8%
Multi-Ethnicity	Male	42	4.5%	1.5%	0.5%	1.8%	0.0%	1.5%
	Female	52	1.8%	1.9%	2.4%	2.5%	0.0%	0.8%
Pacific Islander	Male	6	0.0%	0.2%	0.0%	1.1%	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%	1.4%	0.0%	0.0%	0.0%
Unknown/Non- Respondent	Male	94	0.0%	3.6%	0.5%	2.5%	5.9%	11.3%
	Female	96	2.7%	4.2%	3.3%	1.4%	0.0%	1.5%
<b>TOTAL</b>		<b>2,681</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Banner, MIS EB-EJ data

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



# Cypress: EEO6 Occupational Categories by Demographics, Fall 2019

▪ **Exec/Admin/Mgmt:** Plurality White; more males

▪ **Faculty:** Majority White; approx. equal males & females

▪ **Clerical:** Majority female; mostly Latinx, White, and Asian

▪ **Technical:** Highest % White (more females) and female Latinx

▪ **Skilled Crafts:** Majority male; White and Latinx

▪ **Service/Maint:** Majority Latinx male

Ethnicity	Gender	Count	Exec/Admin/ Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	198	25.0%	23.0%	3.5%	20.5%	40.0%	18.9%
	Female	197	18.8%	22.7%	26.3%	24.7%	0.0%	1.9%
Latinx/Hispanic	Male	100	9.4%	8.8%	0.0%	5.5%	30.0%	54.7%
	Female	120	9.4%	12.0%	31.6%	17.8%	10.0%	3.8%
Asian	Male	66	9.4%	7.4%	1.8%	9.6%	10.0%	5.7%
	Female	93	6.3%	10.6%	19.3%	9.6%	0.0%	0.0%
Black/African American	Male	16	6.3%	1.6%	0.0%	0.0%	0.0%	5.7%
	Female	27	6.3%	3.2%	1.8%	1.4%	0.0%	1.9%
Multi-Ethnicity	Male	14	6.3%	1.7%	0.0%	0.0%	0.0%	0.0%
	Female	20	0.0%	2.3%	3.5%	2.7%	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/Non- Respondent	Male	29	0.0%	3.0%	1.8%	4.1%	10.0%	5.7%
	Female	31	3.1%	3.2%	8.8%	2.7%	0.0%	1.9%
<b>TOTAL</b>		<b>916</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Banner, MIS EB-EJ data

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



# Fullerton: EEO6 Occupational Categories by Demographics, Fall 2019

- **Exec/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	Exec/Admin/ Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	284	35.1%	25.3%	1.2%	17.2%	14.3%	16.9%
	Female	296	16.2%	26.2%	35.7%	10.9%	0.0%	1.5%
Latinx/Hispanic	Male	148	18.9%	9.5%	7.1%	14.1%	71.4%	35.4%
	Female	195	10.8%	13.0%	29.8%	25.8%	0.0%	18.5%
Asian	Male	74	5.4%	5.8%	2.4%	10.9%	14.3%	1.5%
	Female	91	2.7%	7.3%	9.5%	10.2%	0.0%	1.5%
Black/African American	Male	15	0.0%	1.5%	0.0%	0.0%	0.0%	1.5%
	Female	25	5.4%	1.7%	7.1%	0.8%	0.0%	0.0%
Multi-Ethnicity	Male	19	2.7%	1.4%	0.0%	3.1%	0.0%	1.5%
	Female	19	2.7%	1.3%	3.6%	1.6%	0.0%	1.5%
Pacific Islander	Male	3	0.0%	0.1%	0.0%	1.6%	0.0%	0.0%
	Female	2	0.0%	0.0%	1.2%	0.8%	0.0%	0.0%
Amer Indian/ Alaska Native	Male	2	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%
	Female	3	0.0%	0.2%	1.2%	0.0%	0.0%	0.0%
Unknown/Non- Respondent	Male	53	0.0%	4.1%	0.0%	2.3%	0.0%	18.5%
	Female	26	0.0%	2.5%	1.2%	0.8%	0.0%	1.5%
	<b>TOTAL</b>	<b>1,255</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: Banner, MIS EB-EJ data

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



# NOCE: EEO6 Occupational Categories by Demographics, Fall 2019

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

Ethnicity	Gender	Count	Exec/Admin/ Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	35	15.0%	10.0%	0.0%	3.2%	0.0%	0.0%
	Female	109	35.0%	29.4%	18.2%	14.5%	0.0%	20.0%
Latinx/Hispanic	Male	31	5.0%	5.7%	0.0%	16.1%	0.0%	60.0%
	Female	82	30.0%	14.7%	36.4%	38.7%	0.0%	0.0%
Asian	Male	14	0.0%	3.7%	0.0%	4.8%	0.0%	0.0%
	Female	51	5.0%	12.0%	22.7%	14.5%	0.0%	0.0%
Black/African American	Male	3	0.0%	1.0%	0.0%	0.0%	0.0%	0.0%
	Female	13	0.0%	3.0%	18.2%	0.0%	0.0%	0.0%
Multi-Ethnicity	Male	6	0.0%	1.3%	0.0%	1.6%	0.0%	20.0%
	Female	12	0.0%	3.0%	0.0%	4.8%	0.0%	0.0%
Pacific Islander	Male	2	0.0%	0.7%	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/Non- Respondent	Male	11	0.0%	3.7%	0.0%	0.0%	0.0%	0.0%
	Female	39	10.0%	11.7%	4.5%	1.6%	0.0%	0.0%
	<b>TOTAL</b>	<b>408</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>

Source: Banner, MIS EB-EJ data

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.



# District Services: EEO6 Occupational Categories by Demographics, Fall 2019

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

Ethnicity	Gender	Count	Exec/Admin/ Mgmt	Faculty	Clerical	Technical	Skilled Crafts	Service or Maintenance
White	Male	15	9.1%	--	4.1%	40.0%	0.0%	30.0%
	Female	16	22.7%	--	20.4%	0.0%	0.0%	10.0%
Latinx/Hispanic	Male	9	4.5%	--	8.2%	10.0%	0.0%	20.0%
	Female	25	13.6%	--	36.7%	5.0%	0.0%	30.0%
Asian	Male	10	0.0%	--	4.1%	35.0%	0.0%	10.0%
	Female	19	36.4%	--	22.4%	0.0%	0.0%	0.0%
Black/African American	Male	1	0.0%	--	0.0%	5.0%	0.0%	0.0%
	Female	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
Multi-Ethnicity	Male	3	9.1%	--	2.0%	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%	--	2.0%	0.0%	0.0%	0.0%
Unknown/Non- Respondent	Male	1	0.0%	--	0.0%	5.0%	0.0%	0.0%
	Female	0	0.0%	--	0.0%	0.0%	0.0%	0.0%
<b>TOTAL</b>		<b>101</b>	<b>100%</b>	<b>NA</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>

Source: Banner, MIS EB-EJ data

Note: Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.





# NOCCCD Commitment to EEO and Diversity 2019-2020

---



# Districtwide Diversity Activities 2019-2020

- Diversity and Inclusion Faculty Fellows Program
- Future Instructor Training Program (FIT)
- Pluralism, Inclusion, and Equity Series (P.I.E.)
  - Sexism & Sexual Harassment in Higher Education
  - Through a Lens Darkly: Shifting Faculty of Color Support from Obscurity to Reality
  - Serving Our Students with Learning Disabilities
  - Religious Inclusivity
  - Border South Documentary Screening
  - Hostile Terrain 94, with Dr. Jason De Leon
- Inclusive Excellence Curriculum Transformation Seminar-2020
- Faculty of Color Survey
- Collaborated with Campuses on Grads to Be program – Legal Services
- Provided DEI Workshops for Leadership Academy and Management Development Program
- Implemented use of Adverse Impact Analysis Data in Screening and Hiring Process
- Hire Me Workshops
- State EEO funds granted \$50,000
- Harassment & Discrimination Prevention Training
- Developed Interim Title IX procedures and Provided Training for the Title IX Team
- Provided Training 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



# Cypress College 2019-20 Diversity Activities

**Ongoing** – Grads to Be – Legal Services

## **SEPTEMBER**

- Latino/Hispanic Heritage Month
- What type of World do you live in?

## **OCTOBER**

- Muralism Presentation – Sergio O’Cadiz- Moctezuma – El Artist
- Transforming Athletics – Gender Diversity in Colleges
- LIFT UP – Formerly Incarcerated Students share their stories  
National Coming Out Day

## **NOVEMBER**

- Free Speech Forum
- Equity Walk
- White Like Me Movie screening – Tim Wise
- DEI “White Fragility” Brown Bag Book Club Discussions
- Trans Non-Binary Open Forum
- Native American Heritage Month

- Green Zone-Veterans Friendly Campus Project
- Veterans Day Ceremony

## **DECEMBER**

- AIDS Awareness
- Kwanza Celebration w/ Legacy Students

## **JANUARY**

- Japanese & Chinese New Year
- Ken Nwadike
- Tim Wise- Changing the Culture of Cruelty

## **FEBRUARY**

- Black History Month – Dr. Darell J. Wesley
- Celebrate the culture through Social Media – Eli Vasquez
- Celebrate culture through expression - Open Mic
- Black Panther – celebrating the culture of Black Empowerment

## **APRIL**

- Aaron Ong STEM speaker
- Yom HaShoah – virtual event

## **MAY**

- Online Equity Walk
- Puente Celebration
- Legacy Celebration
- Asian Pacific Islander Heritage Month
- Religious Diversity Awareness

## **JUNE**

- Gay, Lesbian, Bisexual, and Transgender Awareness Month

## **JULY**

- Equity Alliance Kick Off

## **AUGUST- SEPTEMBER**

- USC Race and Equity Center training with Executive Team, Dens, Senate Executive Team, Peer and Data Coaches
- Black Lives Matter Faculty Panel – Dr. Darell J. Wesley



# Fullerton College 2019-20 Diversity Activities

## SEPTEMBER

- FC Library's Banned Book Essay Contest
- ¡Bienvenidos!
- UMOJA Welcome Back Barbecue
- UMOJA "Don't Touch My Hair"
- Latinx Student Forum
- UMOJA presents: College 101
- UMOJA presents: Rap with the Faculty

## OCTOBER

- DSS Sees Candies Fundraiser
- Fall Food Drive
- LGBTQ+ Student Forum
- Built by Girls and Girls Who Code Virtual Reality in Tech
- Undocually Training
- Immigrants Rising "Paying for College" Webinar
- Indigenous People's Day "Mayan Migrant Histories and Responsibilities"
- UMOJA tour of UC Riverside
- Yosi Reyes: Notes of an Undocumented Citizen

- CA Dream Act Financial Aid Workshop
- Immigrants Rising "Healing Through Art" Webinar
- FC Art Gallery "Presence" Opening Reception
- Dia de los Muertos
- Gender Literacy 101 with GLAAD
- Asian Pacific Islander Forum

## NOVEMBER

- Veterans' Awareness Week Opening Ceremony
- Boldly United: Honoring Military Service and Activating Community Engagement
- Veterans Appreciation Lunch
- Hate Crime and Speech Awareness Workshop
- LiveWire Open Mic
- Know Your Rights workshop (CHIRLA)
- Substance Abuse fair
- LGBTQ+ Summit

## DECEMBER

- Grads to Be Week of Legal Aid
- Kwanzaa Celebration

## FEBRUARY

- CommUNITY Day
- Tea with Alice and Me: In Honor of the 100th Anniversary of the 19th Amendment
- CA Dream Act workshop series
- Hornet Leadership Workshop: Diversity and Inclusion
- Sexism & Sexual Harassment in Higher Education
- DACA Information Session
- 11th Annual Black Student Forum

## MARCH

- Women's Suffrage 100 Years Later
- Kindercaminata

## APRIL

- Sexual Assault Awareness Month
- Virtual Walk in Her Shoes
- Reimagining our World Webinar

## JUNE

- An Open Conversation about Race w/ Dr. Shaun Harper
- Ethnic Studies Critical Dialogues



# NOCE 2019-20 Diversity Activities

## SEPTEMBER/OCTOBER

- Hispanic Heritage Month Factoids displayed on monitors
- Fall Open House:
  - CHIRLA
  - Building Self-Healing workshop
  - Southern California Tribal Chairmen's Assoc.
  - Orange County Asian and Pacific Islander Community Alliance
  - Community Action Partnership of OC
  - World Relief Southern California
- Latinx Culture 101

## Undocumented Student Week of Action (Grads to Be):

- DACA Renewal Workshop with The Mexican Consulate
- Viewing of Netflix series, Living Undocumented
- Presentations by Immigration Attorneys
- Achieving Academic Success through Universal Design for Learning workshop2

## NOVEMBER

- Native American Heritage Factoids displayed on monitors
- Women of Color (WOC) Conference

## FEBRUARY

- Black Heritage Month Factoids displayed on monitors

## March

- Women's History month Factoids displayed on monitors

## MAY

- Intelligent Lives Video and Discussion
- Dream your Future (Puente, Umoja, and Legacy)

## Ongoing

- Free legal consultations for Undocumented Students (Grads to Be)
- Offered 2 Catalyst Fund Student Leadership Fellowships for undocumented students

