



NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Institutional Commitment to Diversity Report

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Executive Summary

Over the past decade, North Orange County Community College District (NOCCCD) has shown significant strides in enhancing diversity across its workforce. As of Fall 2023, District-wide employee diversity has grown by 17.6%, reaching 55.7%. Key trends reveal positive increases in representation across gender and racial/ethnic diversity among administrators, faculty, and classified staff.

Trends in Representation

Districtwide Trends in Racial/Ethnic Diversity: NOCCCD has made substantial progress in racial and ethnic diversity among employees, rising from 38.1% in 2014 to 55.7% in 2023. This trend aligns with the District's commitment to fostering a more inclusive environment, with each institution showing a growth rate between 16% to 21%. Notably, District Services has consistently led in employee diversity, with 71% of its workforce identified as diverse in Fall 2023.

Gender Representation: The District maintains a strong representation of female employees, with a stable average of 56.7% over the last decade. NOCE leads in female representation, with 73% of employees identifying as female, while District Services and Cypress follow with 64% and 55%, respectively.

Student vs. Employee Diversity: A gap remains between student and employee diversity. In Fall 2023, NOCCCD students were more diverse (78%) compared to employees (56%), with Latine/Hispanic students constituting 52.6% versus 31.5% of employees. This difference is more pronounced in faculty positions, where full-time faculty diversity stands at 44%.

Hiring Trends and Initiatives: In 2023-24, 83% of new full-time faculty hires were from racially/ethnically diverse backgrounds, with Latine/Hispanic and Asian candidates making up a significant portion of applicants. The District also surpasses the state average in diversity for community college employees, particularly in the Latine/Hispanic and Asian categories.

Retention and Exiting Trends: Between 2019-2024, NOCCCD's exiting employees showed a diversity rate that largely aligns with the overall workforce, ranging from 56% to 72%. This stability in exiting diversity highlights the District's potential in retaining diverse talent. However, a notable trend was observed in 2022-23, where Latine/Hispanic employees exhibited higher exit rates compared to other groups.

Highlights:

- **Classified Staff Diversity:** At 71%, NOCCCD's classified staff outpace local community colleges in diversity, with Latine/Hispanic and multi ethnic representation notably higher than regional counterparts.
- **Faculty Representation:** While faculty diversity has improved, further efforts are needed to achieve student demographic alignment, especially among full-time faculty, where 48.9% of White/ Non-Hispanic faculty remains higher than student representation.
- **Administrator Diversity:** With 56% diversity among educational administrators, NOCCCD also leads other local institutions in minority representation within leadership roles.

Understanding the EEO Categories

In order to provide a detailed and comprehensive analysis of the diversity and inclusion progress within the NOCCCD, this section of the report delves into the Equal Employment Opportunity (EEO-6) categories, which play a crucial role in categorizing employment data based on job classification and demographic information. The EEO-6 categories are instrumental in standardizing the collection and reporting of employment data, ensuring consistency and comparability across different institutions and time periods. The EEO-6 categories are defined as follows:

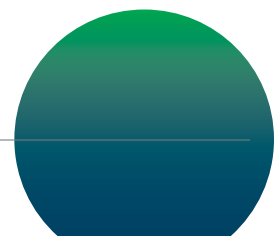
- **Executives/Administrators:** Employees whose assignments require primary responsibility for management of the institution.
- **Faculty (Tenure and Non-Tenure Track):** Employees whose assignments are primarily instruction, research, or public service activities.
- **Professional Non-Faculty:** Employees whose assignments require professional level work in activities which are intellectual and varied.
- **Secretarial/Clerical:** Employees whose assignments typically are associated with clerical activities or are specifically of a secretarial nature.
- **Technical and Paraprofessional:** Employees whose assignments require specialized knowledge or skills which may be obtained through experience, apprenticeships, on-the-job training, or academic work in occupationally specific programs.

- **Skilled Crafts:** Employees whose assignments require specialized manual skills and thorough and comprehensive knowledge of the processes involved in the work.
- **Service/Maintenance:** Employees whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties which result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or which contribute to the upkeep and care of the institutional property.

Demographic data is collected as a part of a voluntary self-identification form at the application and onboarding stages. To standardize the reporting of demographic data, the race/ethnicity categories are defined as:

- **Hispanic or Latino:** A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race. This category is considered an ethnicity, not a race, and is defined separately from the racial categories.
- **White (Not Hispanic or Latino):** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- **Black or African American (Not Hispanic or Latino):** A person having origins in any of the black racial groups of Africa.
- **Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino):** A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **Asian (Not Hispanic or Latino):** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **American Indian or Alaska Native (Not Hispanic or Latino):** A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- **Two or More Races (Not Hispanic or Latino):** A person who primarily identifies with two or more of the above race categories.

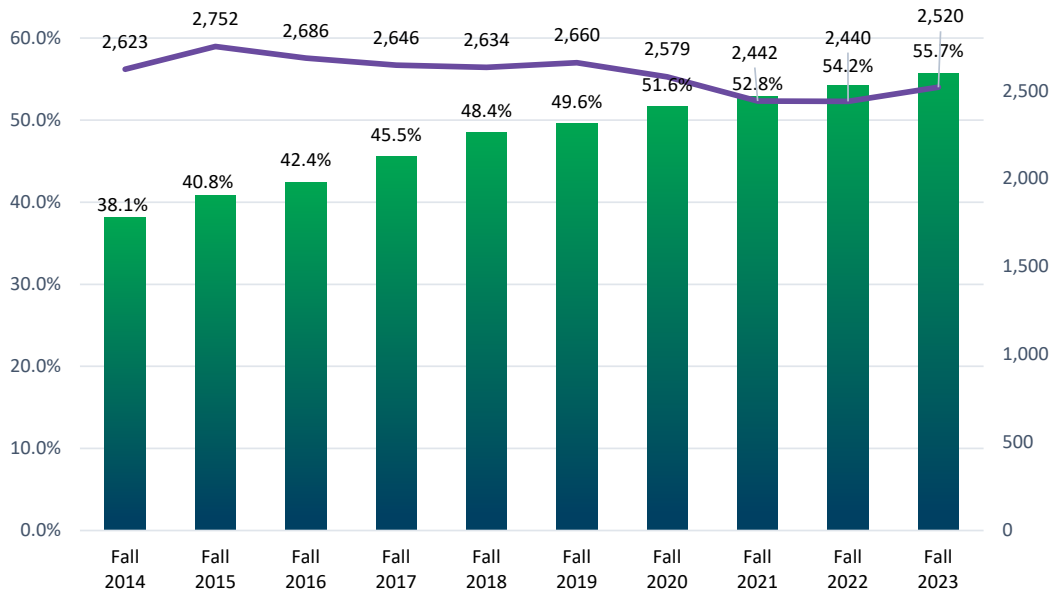
In this diversity report, we provide a thorough comparison of demographic data across our three institutions and District services, using the EEO categories as a framework for analysis. This approach enables us to pinpoint specific areas of progress and areas in need of attention, ensuring that our diversity, equity, and inclusion efforts are targeted and effective. To offer a comprehensive view of our progress over time, this report includes a 10-year and a 5-year snapshot, comparing current data with past data sets. This longitudinal analysis highlights trends and patterns, showcasing the strides we have made in fostering a diverse and inclusive environment, as well as identifying areas where sustained effort is required. The data sets encompass a wide range of demographics, including students, full-time faculty, administrators, management, classified/confidential staff, as well as aggregated data from California Community Colleges and local metropolitan data. By examining these various data sets, this report provides a nuanced and in-depth understanding of our diversity and inclusion landscape, paving the way for informed decision-making and strategic planning in the years to come.



Districtwide Trends in Employee Ethnic Diversity

Fall 2014 through Fall 2023

NOCCCD employee racial/ethnic diversity has increased approx. 17.6% over the last ten years from 38.1% in fall 2014 to 55.7% in fall 2023.



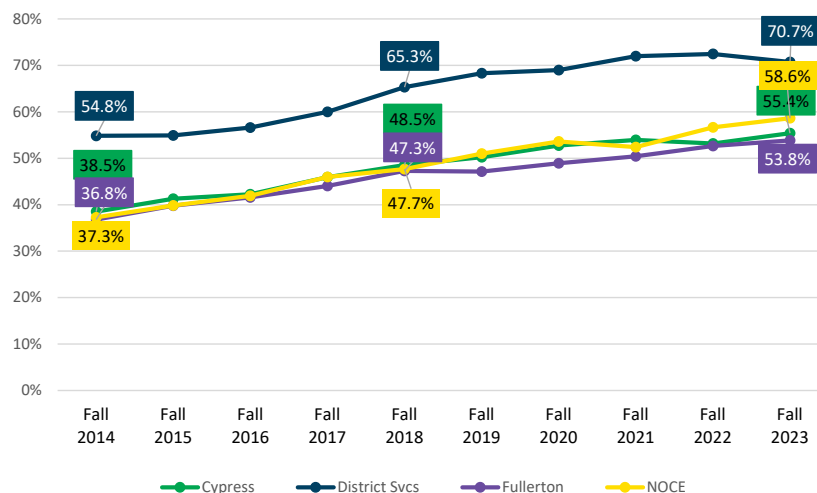
Source: CCCC Data Mart

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

NOCCCD Trends in Percentage of Diverse Employees by Institution

Fall 2014 through Fall 2023

Each institution has increased the percentage of diverse employees over the last 10 years (between 16 - 21%). District Services has had the highest percentage of diverse employees (71% as of fall 2023) by race/ethnicity. Cypress, Fullerton and NOCE have had similar percentages of diverse employees over the last 10 years (54% - 59% as of fall 2023).

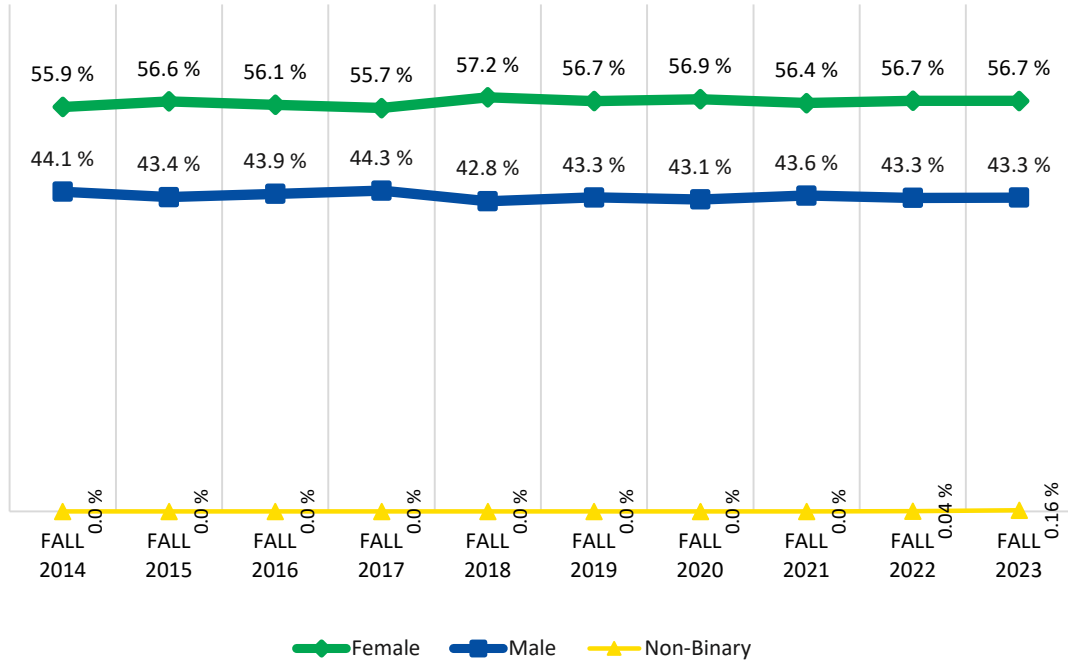


Source: CCCC Data Mart, Faculty & Staff Demographics Report

Districtwide Trends in Employee Gender

Fall 2014 through Fall 2023

Females make up the majority of employees across the district and the percentage of female employees has remained relatively stable over the last ten years and stood at 56.7% in fall 2023.

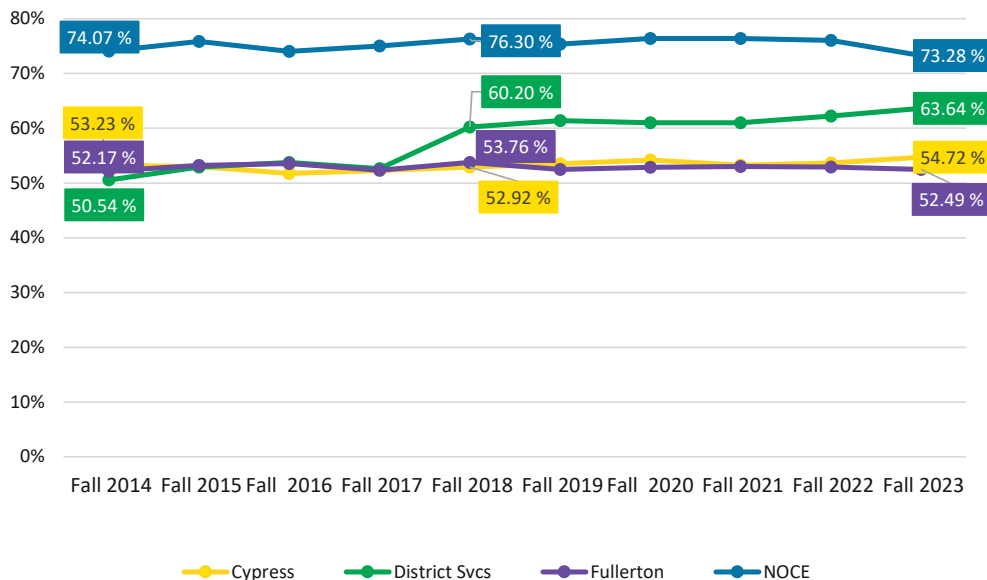


Source: CCCCO Data Mart

NOC CCD Trends in Percentage of Female Employees by Institution

Fall 2014 through Fall 2023

NOCE has the highest percentage of female employees, with 73% females as of 2023. Cypress has 55% and Fullerton has 52% female employees as of 2023, while District Services has 64% female employees.

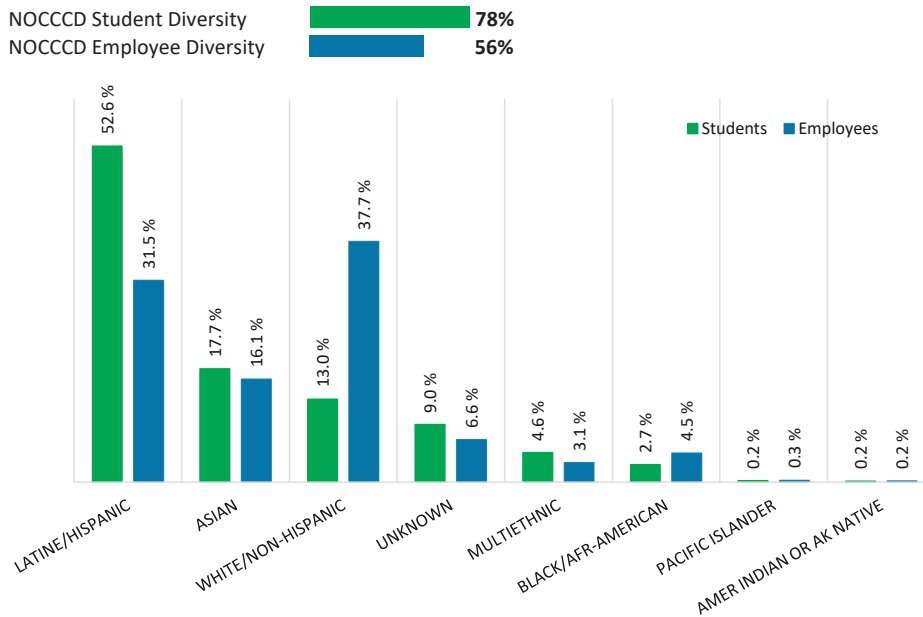


Source: CCCCO Data Mart

NOCCCD Student vs Employee Ethnicity

Fall 2023

NOCCCD students are more ethnically diverse than employees. In particular, there were more Latine/Hispanic students than employees (52.6% versus 31.5%) and more White/Non-Hispanic employees than students (37.7% versus 13.0%) as of fall 2023.



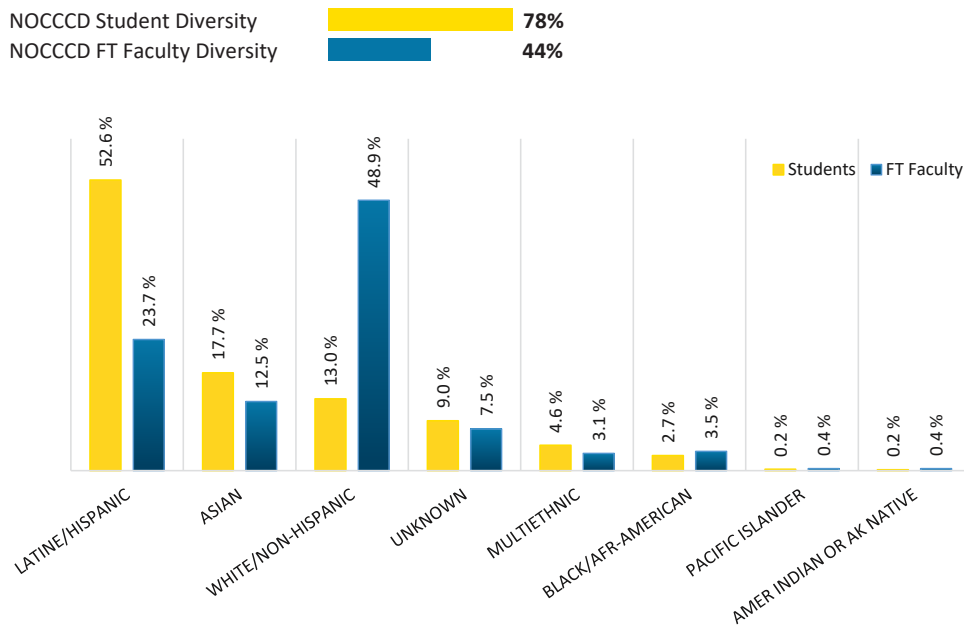
Source: CCCC Data Mart

Note: Employees include educational and classified administrators, full-time faculty, adjunct faculty, and permanent classified and confidential staff. Multi-ethnicity category includes any combination of two or more races and not Hispanic/Latinx ethnicity.

NOCCCD Student vs FT Faculty Ethnicity

Fall 2023

NOCCCD students are more ethnically diverse than full-time faculty and both groups have increased in the percentage or racial/ethnic diversity from fall 2022. In 2023, there were more Latine/Hispanic students than faculty (52.6% versus 23.7%) and more White/Non-Hispanic faculty than students (48.9% versus 13.0%).

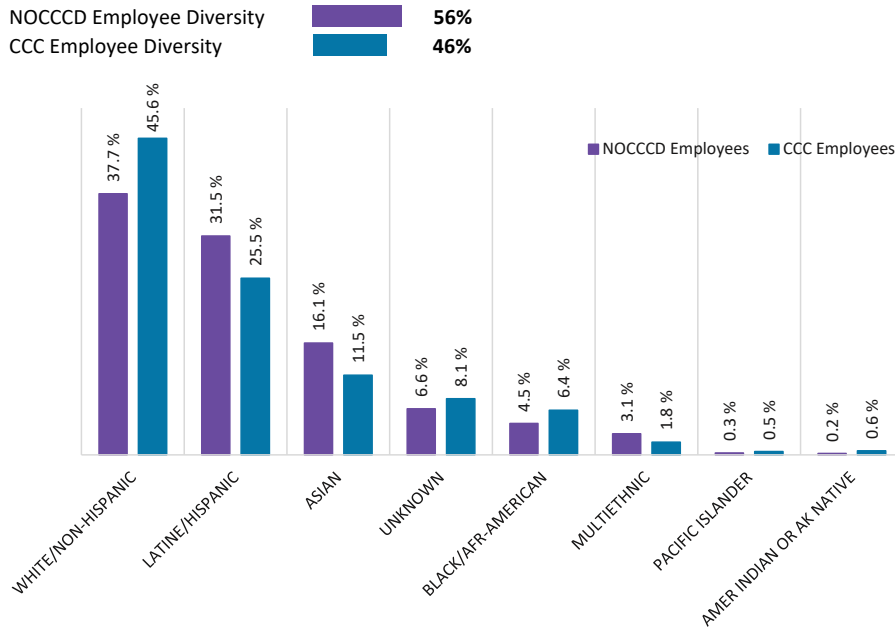


Source: CCCC Data Mart

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

NOCCCD vs CA Community Colleges Employee Ethnicities Fall 2023

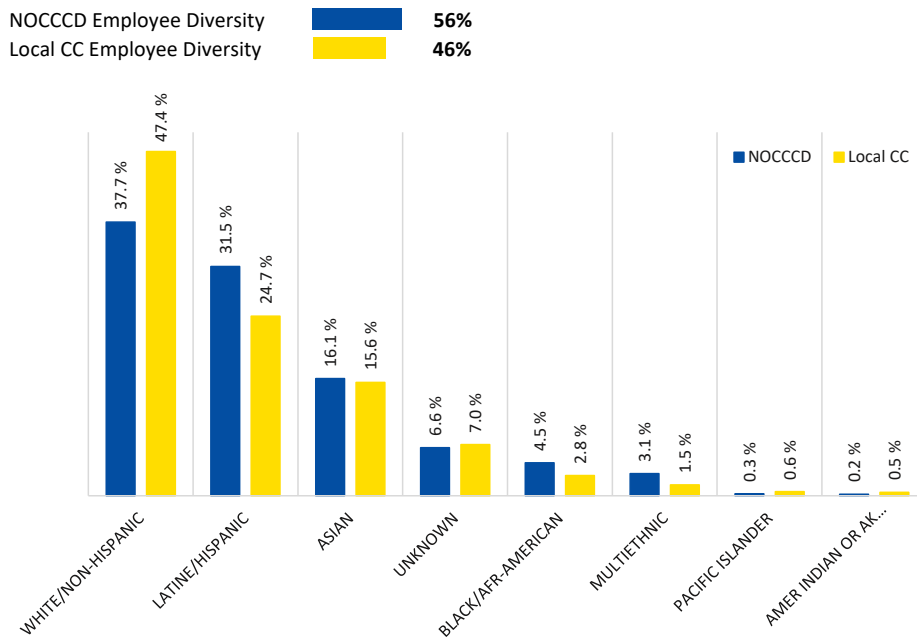
Employee diversity is higher at NOCCCD compared to CA community colleges statewide (56% compared to 46%, respectively). NOCCCD has higher percentages of Latine/Hispanic and Asian employees and fewer White/Non-Hispanic employees compared to statewide percentages.



Source: CCCCC Data Mart

NOCCCD vs Local Community College Employee Ethnicities Fall 2023

Employee diversity is also higher at NOCCCD compared to other local California community college districts (56% compared to 46% diverse). NOCCCD has higher percentages of Latine/Hispanic, Asian, Black/African-American, and Multiethnic employees and fewer White/Non-Hispanic employees compared to other community colleges in the Orange County region.



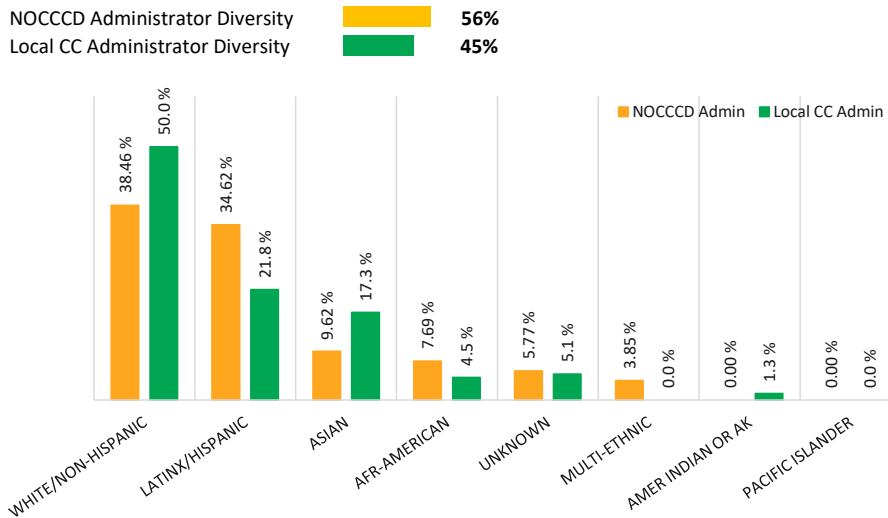
Source: CCCCC Data Mart

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

NOCCCD vs Local Community College Employee Ethnicities - Educational Administrators

Fall 2023

NOCCCD has a higher percentage of diverse educational administrators than other local California community college districts (56% compared to 4% diverse). Looking at specific racial/ethnic group differences reveals that NOCCCD has a higher percentage of Latine/Hispanic, Black/African American and multiethnic administrators, but lower percentages of Asian and White/Non-Hispanic administrators compared to other Orange County community colleges.

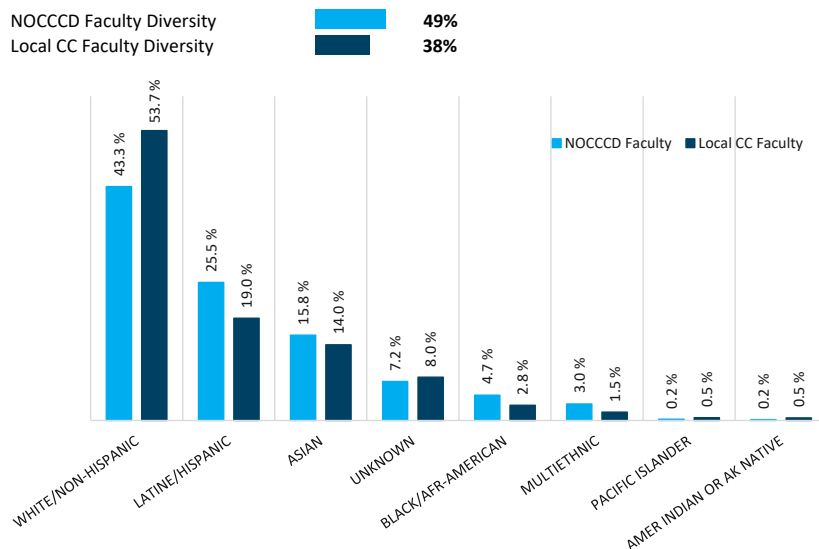


Source: CCCC Data Mart
 Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County CCD. Data do not include Classified Managers.

NOCCCD vs Local Community College Employee Ethnicities - All Faculty

Fall 2023

NOCCCD has a more diverse group of faculty (full-time and adjunct) compared to other local California community college districts (49% versus 38% diverse); particularly higher are faculty identifying as Latine/Hispanic at NOCCCD.

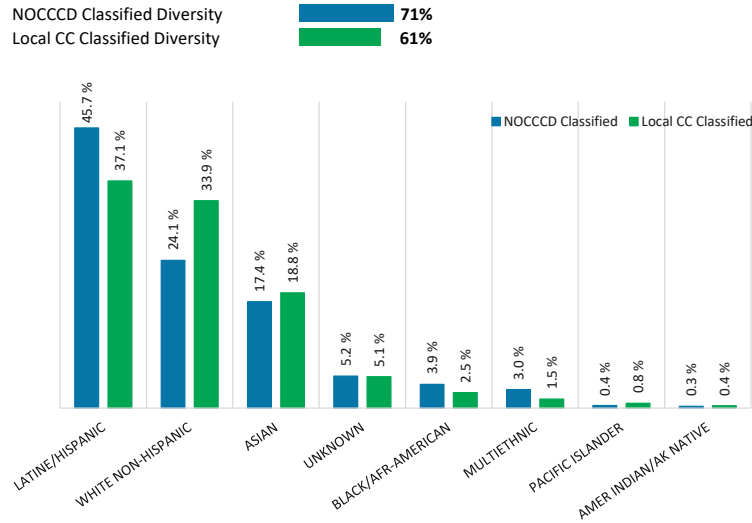


Source: CCCC Data Mart
 Note: Local Community College data represents the Coast CCD, Rancho Santiago CCD, and South Orange County CCD.
 Note: Data include full-time and adjunct faculty.

NOCCCD vs Local Community College Employee Ethnicities - Classified

Fall 2023

NOCCCD has a more diverse group of Classified professionals compared to other local California community college districts (71% versus 61% diverse).



Source: CCCC Data Mart

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

Note: Data includes classified professionals, classified managers, and confidential employees.

NOCCCD Service Area Residents vs Student Ethnicities

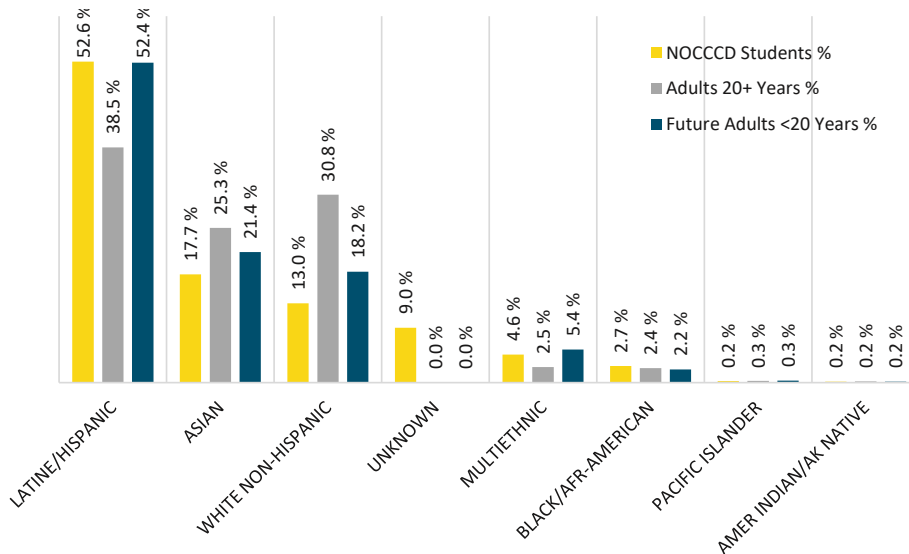
Fall 2023

Current and future NOCCCD students are more racially/ethnically diverse than older adults in NOCCCD's service area. Both current and future students have relatively higher percentages of Latine/Hispanic backgrounds compared to older adults in the service area. Detailed trends are below.

Current NOCCCD Students: Predominately Latine (53%); 18% Asian, 13% White

NOCCCD Service Area Current Adult Population (20+ yrs): Plurality Latine (39%); followed by White (31%) and Asian (25%)

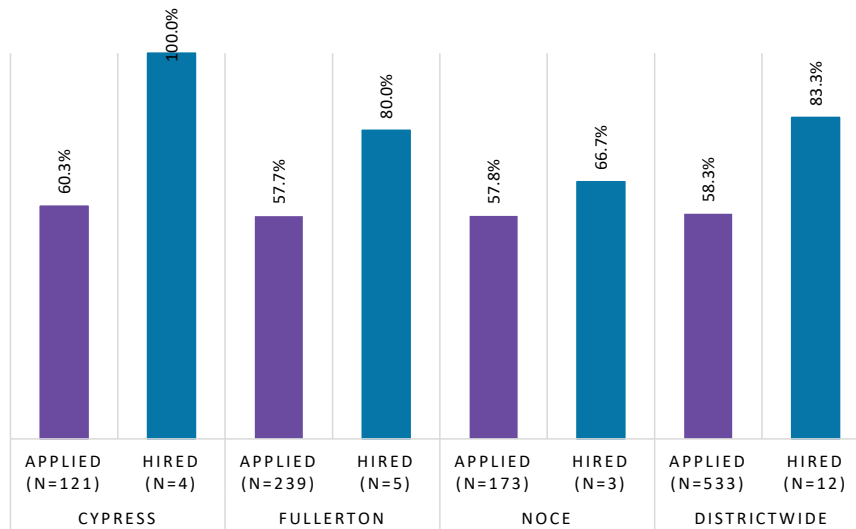
NOCCCD Service Area Future Adult Population (<20 yrs): Majority Latine (53%); 21% Asian and 18% White



Source: Student data from CCCC Data Mart; Employee data from Lightcast, Demographics Overview

NOCCCD Full-time Faculty Applicants & New Hires by Ethnic Diversity 2023-24

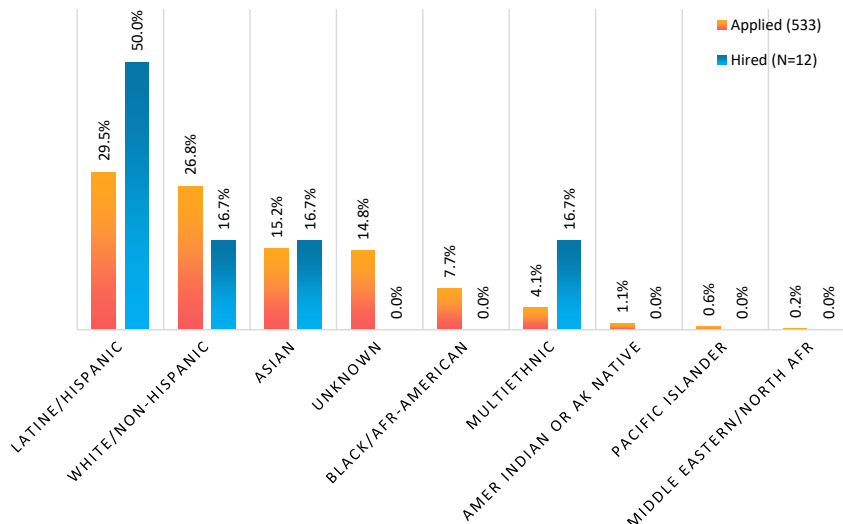
Faculty applicant diversity for full-time positions was approximately 58% in 2023-24. However, approximately 15% of applicants chose not to disclose their race/ethnicity, so these data should be interpreted with caution. (Unknown race/ethnicity headcounts are included in the denominator of the diversity percentage, impacting the calculation.) Of the faculty hired, 83% were racially/ethnically diverse.



Source: PeopleAdmin. Applicant data for fiscal year 2023-24; faculty new hire demographics for calendar year 2024 (spring-fall 2024).
 Notes: Approximately 13-16% of applicants at each location declined to state an ethnicity. Data exclude recruitments for temporary faculty positions.

Districtwide FT Faculty Applicants & New Hires by Race/Ethnicity 2023-24

The largest applicant groups were Latine/Hispanic (29.5%), White/Non-Hispanic (26.8%), and Asian (15.2%). Most new hires were from the Latine/Hispanic (50%) racial/ethnic group, followed by White/Non-Hispanic (16.7%), Asian (16.7%), and Multiethnic (16.7%).



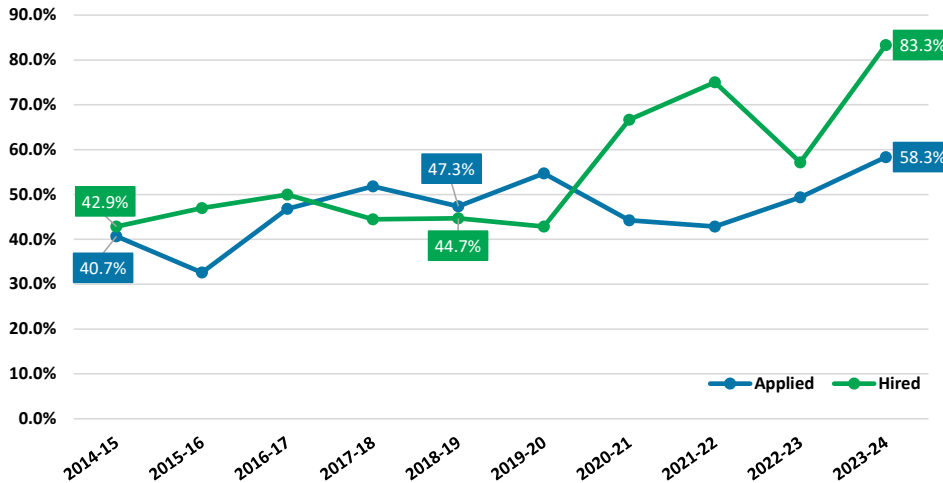
Source: PeopleAdmin. Applicant data for fiscal year 2023-24; faculty new hire demographics for calendar year 2024 (spring-fall 2024).
 Notes: Multiethnic category includes any combination of two or more races and not Hispanic/Latine ethnicity. Data exclude recruitments for temporary faculty positions.

Full-Time Faculty Applicants and New-Hires

NOCCCD Trends in Percentage of Diverse FT Faculty Applied and Hired

2014-15 to 2023-24

The percentage of racially/ethnically diverse full-time faculty applicants has fluctuated over the last ten years from 33% to 58%. In 2023-24, diverse applicants represented 58% of all applicants. The percentage of racially/ethnically diverse full-time faculty hires has also varied but has increased the most in the past several years. Prior to 2020-21, diverse hires made up less than half of all full-time faculty hires (43-50%). From 2020-21 onward, diverse hires comprised the majority of full-time hires and represented 83% of full-time faculty hires in 2023-24.



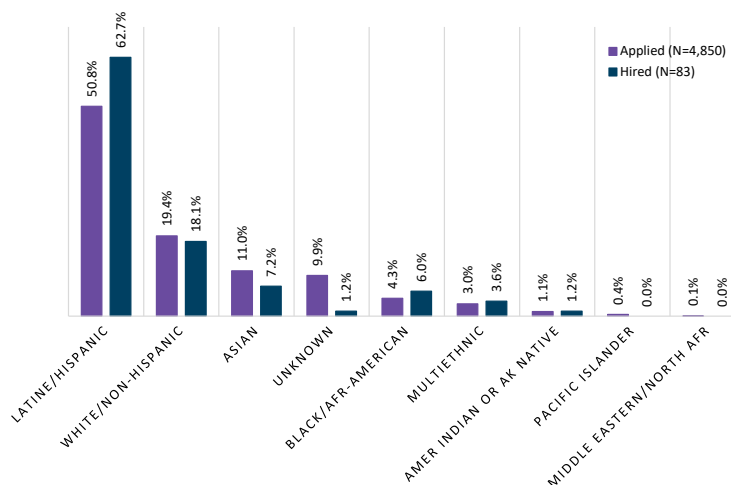
Source: PeopleAdmin. Applicant data for fiscal year; faculty new hire demographics for calendar year (spring-fall).
Note: Data exclude recruitments for temporary faculty positions.

Classified/Confidential Applicants and New Hires

Classified/Confidential Applicants & New Hires by Race/Ethnicity

2023-24

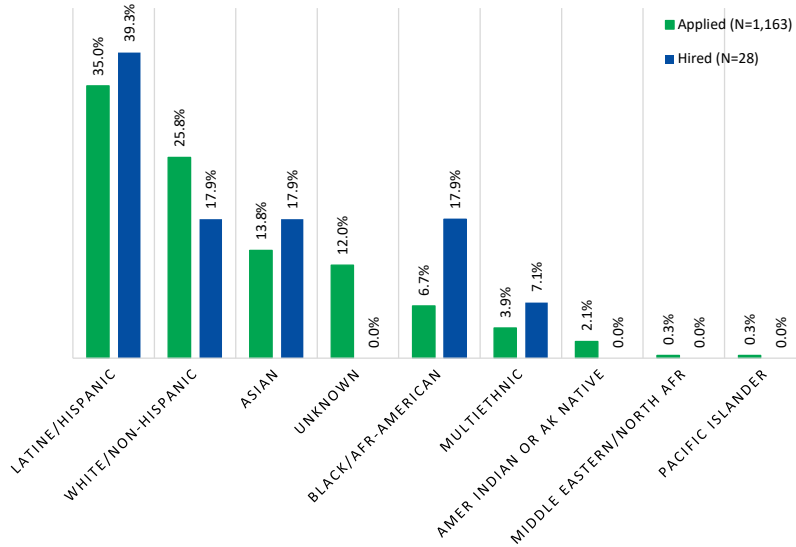
The largest applicant group was Latine/Hispanic (50.8%), followed by White/Non-Hispanic (19.4%) and Asian (11%) in 2023-24. The highest percentage of new hires identified as Latine/Hispanic (62.7%), followed by White/Non-Hispanic (18.1%).



Source: PeopleAdmin
Notes: Multiethnic category includes any combination of two or more races and not Hispanic/Latine ethnicity.

Administrator/Managers/Executives Applicants & New Hires by Race/Ethnicity 2023-24

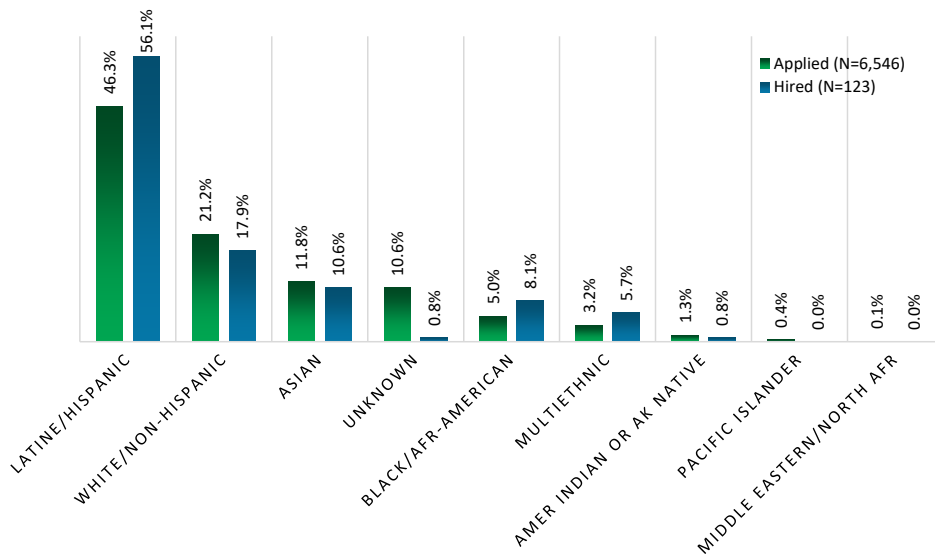
The largest applicant groups were Latine/Hispanic (35%), White/Non-Hispanic (25.8%), and Asian (13.8%). New hires were plurality Latine/Hispanic (39.3%) followed by equal percentages of White/Non-Hispanic, Asian, and Black/African-American (17.9% each).



Source: PeopleAdmin
 Notes: Multiethnic category includes any combination of two or more races and not Hispanic/Latine ethnicity.

Districtwide Applicants & New Hires by Race/Ethnicity 2023-24

The largest applicant groups were Latine/Hispanic (46.3%), White/Non-Hispanic (21.2%), and Asian (11.8%) in 2023-24. The majority of new hires were Latine/Hispanic (56.1%).



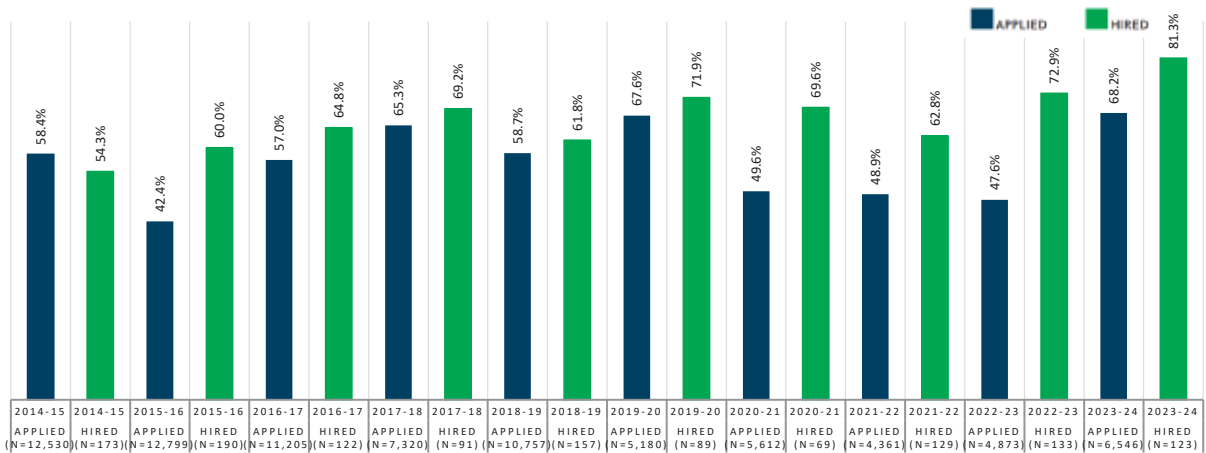
Source: PeopleAdmin. Applicant data for fiscal year 2023-24; faculty new hire demographics for calendar year 2024 (spring-fall 2024).
 Notes: Multiethnic category includes any combination of two or more races and not Hispanic/Latine ethnicity. Data exclude recruitments for temporary faculty positions.

Total Applicants and Hires Summarized Districtwide

Districtwide: Applicants & New Hires by Ethnic Diversity

2014-15 to 2023-24

NOCCCD has consistently attracted racially/ethnically diverse applicants for most of the past 10 years. Other than a dip to 42% in 2015-16, the percentage of diverse applicants has ranged from approx 48% to 68% each year. The majority of new hires in the past 10 years have also been diverse and the diversity percentage has remained in the 62-73% range in more recent years. 81% of new hires across the District were diverse in 2023-24.

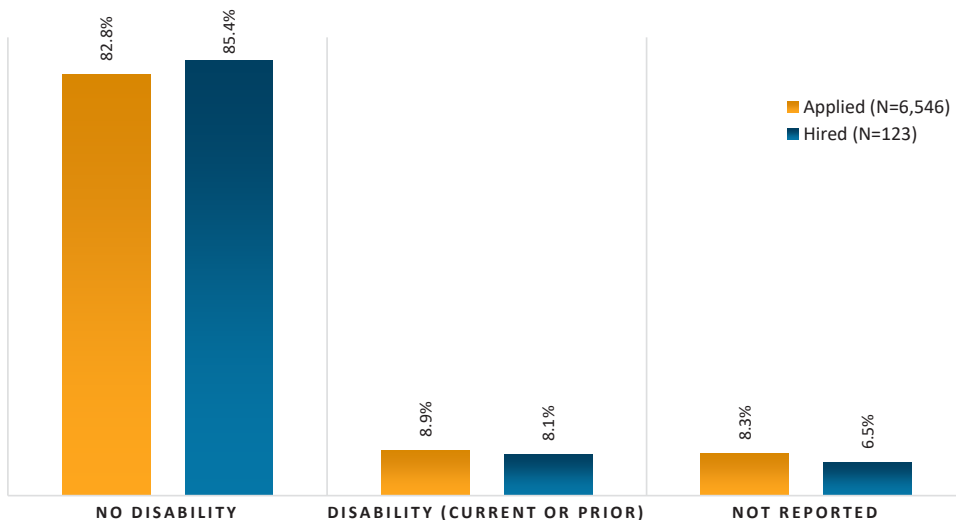


Source: PeopleAdmin. Classified and Admin/Mgmt data for fiscal year shown (Jul-Jun); faculty new hire demographics for the calendar year (Jan-Dec).
 Notes: 1. The percentage of applicants that did not indicate a race/ethnicity increased greatly after 2019-20 (from 7% to 16-20%, respectively). Unknown race/ethnicity headcounts are included in the denominator of the diversity percentage, impacting the calculation. 2. Data exclude recruitments for temporary faculty positions.

Districtwide Applicants & New Hires by Disability Status

2023-24

More than four-fifths of all applicants (82.8%) reported having no disability or a history/record of a disability. Percentages for those who were hired were comparable to those who applied by disability status, with the applicants reporting a disability being hired at a slightly lower rate (8.1%) than those reporting a disability during the application process (8.9%). This exceeds the recommended federal utilization goal for hiring qualified disabled people, which is currently set at 7%.

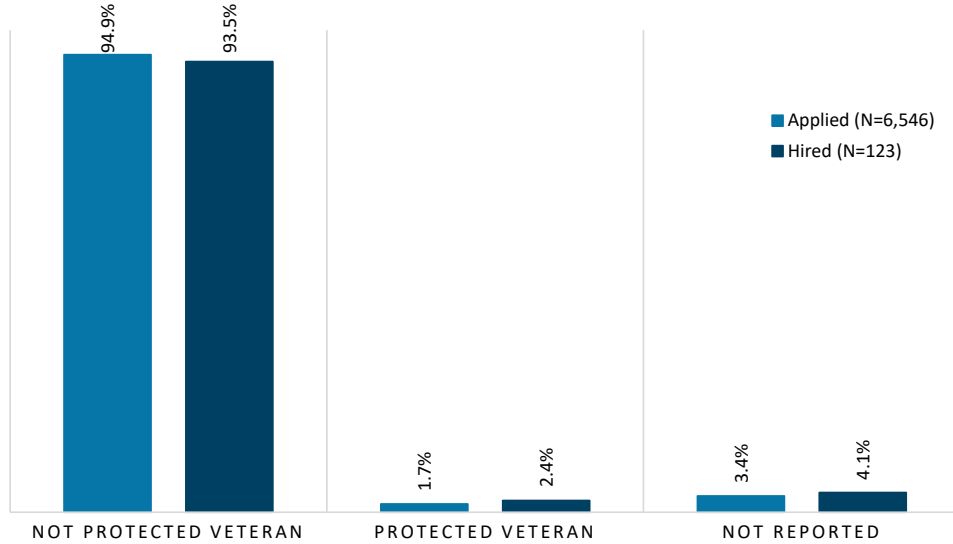


Source: PeopleAdmin. Applicant data for fiscal year 2023-24; faculty new hire demographics for calendar year 2024 (spring-fall 2024).
 Notes: Data exclude recruitments for temporary faculty positions.

Districtwide Applicants & New Hires by Protected Veteran Status

2023-24

Approximately 2% of applicants identified as one or more of the classifications of protected veterans and represented 2.4% of those hired. This is below the federal utilization goal for veterans, currently set at 5.4%.

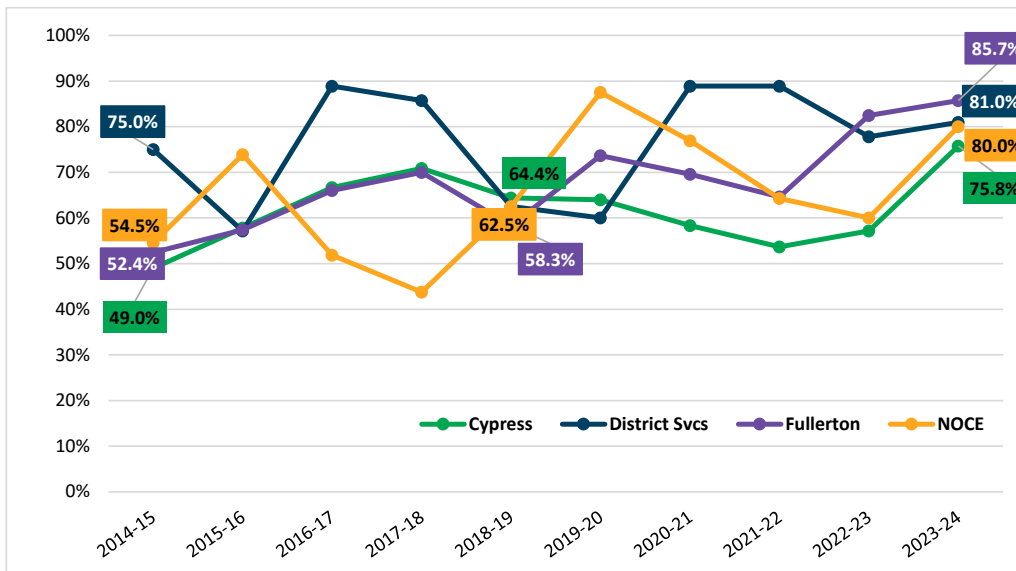


Source: PeopleAdmin. Applicant data for fiscal year 2023-24; faculty new hire demographics for calendar year 2024 (spring-fall 2024).
Notes: Data exclude recruitments for temporary faculty positions.

NOCCCD Trends in Percentage of Diverse Hires by Institution

2014-15 through 2023-24

While racial/ethnically diverse hiring rates have varied somewhat over the last ten years, the majority of new hires districtwide have been diverse over the last five years. All four sites had 76% or more diverse hires in 2023-24.



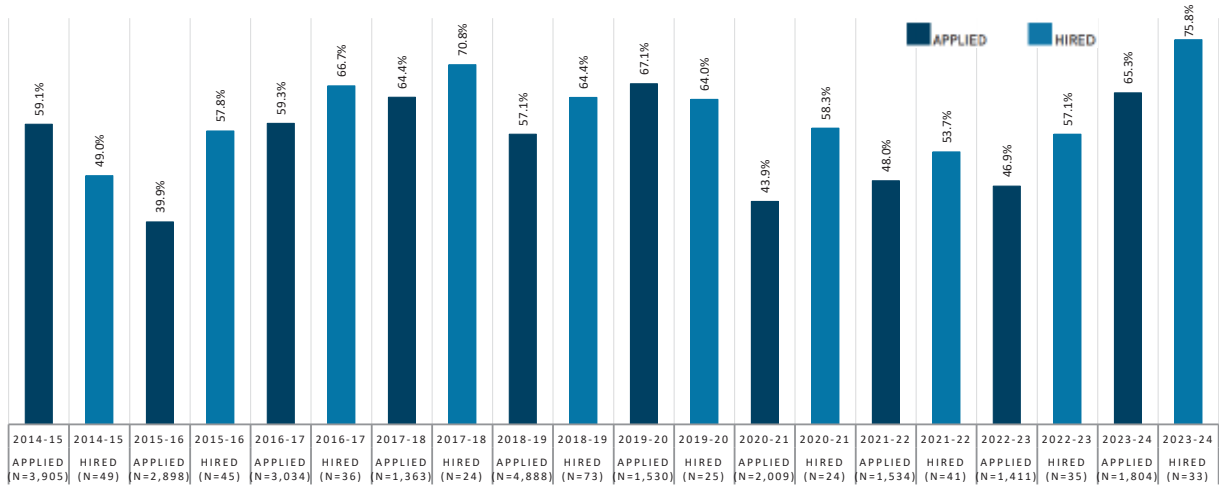
Source: PeopleAdmin.

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

Cypress College: All Applicants & New Hires by Ethnic Diversity

2014-15 to 2023-24

Cypress' percentage of racially/ethnically diverse applicants has varied from 40% to 67% over the past 10 years. However, the majority of new hires have been diverse during this same time frame except for a slight dip below 49% in 2014-15. 76% of new hires were diverse in 2023-24.

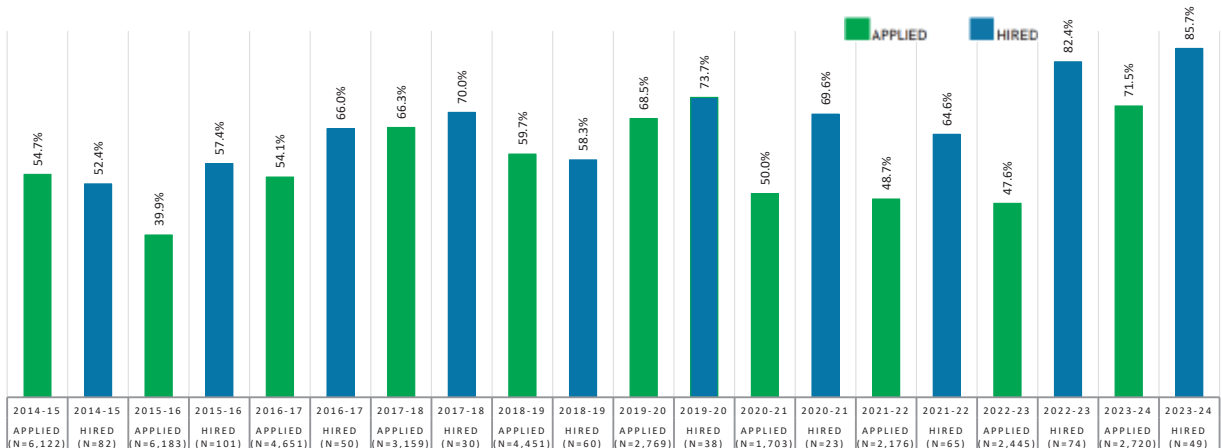


Source: PeopleAdmin
 Note: Data exclude recruitments for temporary faculty positions.

Fullerton College: All Applicants & New Hires by Ethnic Diversity

2014-15 to 2023-24

Over the past ten years Fullerton's applicants were between 40%-72% racially/ethnically diverse. In all of the past ten years, the majority of Fullerton's new hires have been from racially/ethnically diverse groups (52-86%). In 2023-24, 86% of new hires were diverse.



Source: PeopleAdmin
 Note: Data exclude recruitments for temporary faculty positions.

NOCE: All Applicants & New Hires by Ethnic Diversity

2014-15 to 2023-24

NOCE has generally attracted racially/ethnically diverse applicants over the past 10 years (approximately 50% or greater diversity in 9 out of 10 years). New hires have also been diverse (44-88%), particularly in the last 5 years where the percentage of diverse hires was consistently greater than or equal to 60%. In 2023-24, 80% of new hires at NOCE were diverse.



Source: PeopleAdmin
Note: Data exclude recruitments for temporary faculty positions.

District Services: All Applicants & New Hires by Ethnic Diversity

2014-15 to 2023-24

District Services has consistently attracted racially/ethnically diverse applicants (greater than 50% each year). The majority of new hires over the past 10 years have also been diverse (ranging from 57% to 89%); 81% of new hires were diverse in 2023-24.

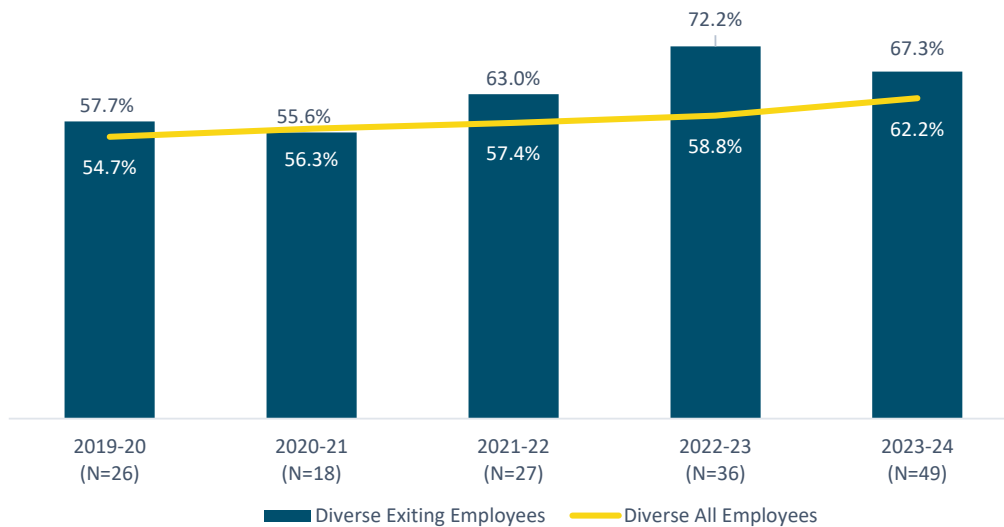


Source: PeopleAdmin

Districtwide Trends in Exiting Employee Ethnic Diversity

2019-20 through 2023-24

The percentage of exiting employees who were racially/ethnically diverse ranged from 56-72% over the last five years. Comparatively, the percentage of racially/ethnically diverse employees overall gradually increased from 58% to 67% during the same period.



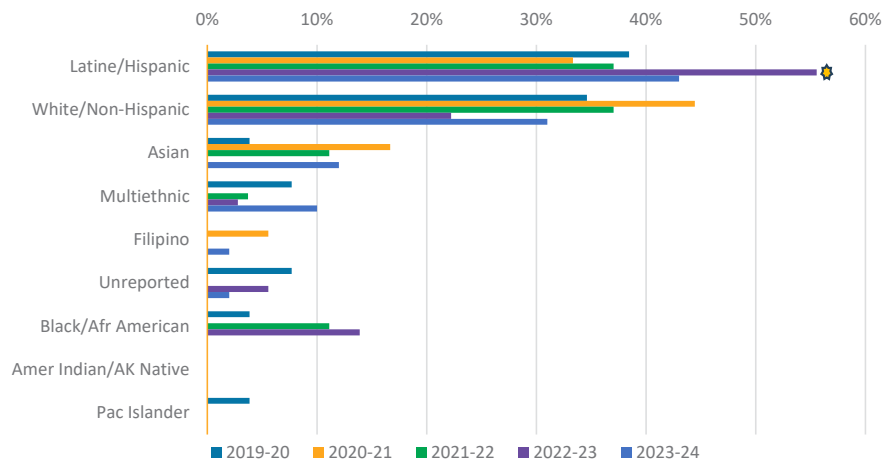
Source: Banner

Note: Data include all permanent employees (executive officers, educational and classified administrators, full-time faculty, and classified and confidential professionals) who resigned or were terminated from NOCCCD during the relevant fiscal year.

Districtwide Trends in Exiting Employee Ethnic Diversity

2019-20 through 2023-24

Examining the details of racial/ethnic background of employees who resigned or were terminated indicates that Latine/Hispanic and White/Non-Hispanic employees left at the highest rates. However these two racial/ethnic groups are also the largest racial/ethnic groups in the district. The Percentage Point Gap Minus One (PPG-1) method was used to statistically examine adverse impact on the exiting employees. For only one year, 2022-23, the proportion of the Latine/Hispanic employees who left the District was statistically significantly higher than the rest of the employee population.



Source: Banner

Note: * Indicates observable adverse impact with a 95% confidence interval. Data include all permanent employees (executive officers, educational and classified administrators, full-time faculty, and classified and confidential professionals) who resigned or were terminated from NOCCCD during the relevant fiscal year.

Underrepresentation Analysis versus Adverse Impact Analysis

Both underrepresentation analysis and adverse impact analysis are essential tools for promoting equal employment opportunity (EEO) and diversity among employees. While they are related, they serve distinct purposes and are defined differently under Title 5 of the California Code of Regulations..

Underrepresentation Analysis: This analysis identifies job categories where specific demographic groups are employed at rates below their expected representation. According to Title 5, Section 53001(l), an “underrepresented group” is defined as any monitored group for which the percentage of persons employed by the District in a job category is below 80% of the projected representation for that group and job category. The goal is to recognize areas where certain groups are not adequately represented compared to their availability in the relevant labor market.

Adverse Impact Analysis: This analysis assesses whether employment practices disproportionately negatively affect protected groups. Per Title 5, Section 53001(a), “adverse impact” refers to a disproportionate negative impact on a group protected from discrimination, arising from the effects of an employment practice as determined according to a valid statistical measure. The focus here is on identifying and addressing employment procedures that may unintentionally disadvantage certain groups.

Key Differences:

- **Focus:** Underrepresentation analysis examines the current composition of the workforce to identify gaps in representation, while adverse impact analysis evaluates specific employment practices to detect potential biases.
- **Purpose:** Underrepresentation analysis aims to inform recruitment and retention strategies to enhance diversity. In contrast, adverse impact analysis seeks to ensure that employment practices are fair and do not inadvertently discriminate against protected groups.

Adverse Impact Analysis Overview

Purpose: Examining adverse impact allows employers to monitor, identify, and eliminate potentially discriminatory hiring practices. The results provide information on potential disparities in current hiring outcomes that districts should evaluate further and focus on for improvement. Title 5 requires districts to use statistical measures to determine whether employment selection procedures have an “adverse impact” on a monitored group based on EEOC guidelines.

Process: Using the EEOC’s Adverse Impact Test, adverse impact is calculated by dividing the hiring rate for a specific race/ethnicity, gender, disability, or veteran status group by the hiring rate for the group with the highest hiring rate. An adverse impact occurs when the selection rate for any group is less than 4/5ths (80 percent) of the selection rate for the group with the highest selection rate. Adverse Impact was calculated for each EEO6 employee category by race/ethnicity, gender, disability status, and veteran status for applicant data between 2021-22 and 2023-24 (combined for more robust statistical power).

Legend for Adverse Impact Tables



= No Adverse Impact



X = Adverse Impact found using 80% rule

Trends:

- *Race/Ethnicity:* Across most employee categories, Latine applicants had the highest selection rates and most other racial/ethnic groups were underselected. Exceptions were in the Skilled Craft and Technical employee categories where Asian, Black/African American, and Multiethnic applicants had the highest selection rates.

- *Gender:* Males were under-selected compared to female applicants who had the highest selection rates for most employee groups. Skilled Craft applicants were the exception where males comprised 97% of the applicant pool.

- *Disability Status:* Using the 80% rule, applicants with a disability were under-selected compared to applicants without a disability, who had the highest selection rate.

- *Veteran Status:* Results varied by employee category and in many cases the number of applicants who were protected veterans did not meet the 2 percent threshold for adverse impact analysis.

Adverse Impact - Clerical and Secretarial Employees

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - Clerical

Using the 80% rule, **all racial/ethnic groups except for Black/African American** were under-selected compared to Latine applicants, who had the highest selection rate.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	60	0	1.2%	--	--
Asian	807	13	16.1%	1.6%	✗ 39%
Black/African American	293	12	5.8%	4.1%	✓ 98%
Latine/Hispanic	1513	63	30.1%	4.2%	✓ 100%
Multiethnic	199	6	4.0%	3.0%	✗ 72%
Pacific Islander/HI Native	27	0	0.5%	--	--
White	1364	28	27.2%	2.1%	✗ 49%
Unknown/Unreported	758	1	15.1%	0.1%	✗ 3%
TOTAL	5021	123			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - Clerical

Using the 80% rule, **males** were under-selected compared to female applicants, who had the highest selection rate.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	3211	87	64.0%	2.7%	✓ 100%
Male	1642	34	32.7%	2.1%	✗ 76%
Non-Binary	53	1	1.1%	--	--
Unknown/Unreported	115	1	2.3%	0.9%	✗ 32%
TOTAL	5021	123			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - Clerical

Using the 80% rule, **applicants with a disability** were under-selected compared to applicants without a disability, who had the highest selection rate..

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	3577	100	71.2%	2.8%	100%
Yes	401	5	8.0%	1.2%	45%
Unknown/Unreported	1043	18	20.8%	1.7%	62%
TOTAL	5021	123			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - Clerical

The number of applicants who were protected veterans did not meet the 2 percent threshold for adverse impact analysis.

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	4760	120	94.8%	2.5%	100%
Protected Veteran	79	0	1.6%	--	--
Unknown/Unreported	182	3	3.6%	1.6%	65%
TOTAL	5021	123			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Adverse Impact - Executives

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - Executives

Using the 80% rule, **all racial/ethnic groups** were under-selected compared to Latine applicants, who had the highest selection rate.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	48	3	1.7%	--	--
Asian	433	13	15.2%	3.0%	✗ 65%
Black/African American	335	9	11.7%	2.7%	✗ 58%
Latine/Hispanic	564	26	19.7%	4.6%	✓ 100%
Multiethnic	143	5	5.0%	3.5%	✗ 76%
Pacific Islander/HI Native	14	0	0.5%	--	--
White	932	21	32.6%	2.3%	✗ 49%
Unknown/Unreported	388	1	13.6%	0.3%	✗ 6%
TOTAL	2857	78			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - Executives

Using the 80% rule, **males** were under-selected compared to female applicants, who had the highest selection rate.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	1325	49	46.4%	3.7%	✓ 100%
Male	1451	29	50.8%	2.0%	✗ 54%
Non-Binary	23	0	0.8%	--	--
Unknown/Unreported	58	0	2.0%	0.0%	✗ 0%
TOTAL	2857	78			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - Executives

Using the 80% rule, **applicants without a disability** were under-selected compared to applicants with a disability, who had the highest selection rate.

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	2069	55	72.4%	2.7%	✗ 65%
Yes	220	9	7.7%	4.1%	✓ 100%
Unknown/Unreported	568	14	19.9%	2.5%	✗ 60%
TOTAL	2857	78			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - Executives

Using the 80% rule, **applicants who were not protected veterans** were under-selected compared to applicants who were protected veterans (highest selection rate).

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	2667	74	93.3%	2.8%	✗ 78%
Protected Veteran	84	3	2.9%	3.6%	✓ 100%
Unknown/Unreported	106	1	3.7%	0.9%	✗ 26%
TOTAL	2857	78			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Adverse Impact - Full-time Faculty

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - FT Faculty

Using the 80% rule, **all racial/ethnic groups** were under-selected compared to Latine applicants, who had the highest selection rate.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	18	0	1.6%	--	--
Asian	198	5	17.7%	2.5%	✗ 65%
Black/African American	76	0	6.8%	0.0%	✗ 0%
Latine/Hispanic	230	9	20.5%	3.9%	✓ 100%
Multiethnic	54	1	4.8%	1.9%	✗ 47%
Pacific Islander/HI Native	5	1	0.4%	--	--
White	357	5	31.8%	1.4%	✗ 36%
Unknown/Unreported	183	0	16.3%	0.0%	✗ 0%
TOTAL	1121	21			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - FT Faculty

Females had the highest selection rate, but males were not under-selected using the 80% rule since they had a selection rate of 85% the rate of the females.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	579	12	51.7%	2.1%	✓ 100%
Male	508	9	45.3%	1.8%	✓ 85%
Non-Binary	11	0	1.0%	--	--
Unknown/Unreported	23	0	2.1%	0.0%	✗ 0%
TOTAL	1121	21			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - FT Faculty

Using the 80% rule, **applicants with a disability** were under-selected (0% hired) compared to applicants without a disability.

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	803	17	71.6%	2.1%	100%
Yes	92	0	8.2%	0.0%	0%
Unknown/Unreported	226	4	20.2%	1.8%	84%
TOTAL	1121	21			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - FT Faculty

The number of applicants who were protected veterans did not meet the 2 percent threshold for adverse impact analysis.

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	1059	20	94.5%	1.9%	100%
Protected Veteran	18	1	1.6%	--	--
Unknown/Unreported	44	0	3.9%	0.0%	0%
TOTAL	1121	21			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Adverse Impact - Service/Maintenance Employees

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - Service/Maintenance

Using the 80% rule, **Asian, Black/African American, and Multiethnic** applicants were under-selected compared to Latine applicants, who had the highest selection rate.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	22	1	1.7%	--	--
Asian	77	1	6.1%	1.3%	✗ 20%
Black/African American	155	5	12.3%	3.2%	✗ 51%
Latine/Hispanic	426	27	33.7%	6.3%	✓ 100%
Multiethnic	32	0	2.5%	0.0%	✗ 0%
Pacific Islander/HI Native	14	1	1.1%	--	--
White	274	17	21.7%	6.2%	✓ 98%
Unknown/Unreported	265	1	20.9%	0.4%	✗ 6%
TOTAL	1265	53			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - Service/Maintenance

Using the 80% rule, **males** were under-selected compared to female applicants, who had the highest selection rate.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	154	9	12.2%	5.8%	✓ 100%
Male	1094	44	86.5%	4.0%	✗ 69%
Non-Binary	2	0	0.2%	--	--
Unknown/Unreported	15	0	1.2%	0.0%	✗ 0%
TOTAL	1265	53			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - Service/Maintenance

Using the 80% rule, **applicants without a disability** were under-selected compared to applicants with a disability, who had the highest selection rate.

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	920	39	72.7%	4.2%	✗ 52%
Yes	49	4	3.9%	8.2%	✓ 100%
Unknown/Unreported	296	10	23.4%	3.4%	✗ 41%
TOTAL	1265	53			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - Service/Maintenance

The number of applicants who were protected veterans did not meet the 2 percent threshold for adverse impact analysis.

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	1176	51	93.0%	4.3%	✓ 100%
Protected Veteran	22	0	1.7%	--	--
Unknown/Unreported	67	2	5.3%	3.0%	✗ 69%
TOTAL	1265	53			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Adverse Impact - Skilled Craft Employees

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - Skilled Crafts

Using the 80% rule, **Latine/Hispanic, Multiethnic, and White** applicants were under-selected compared to Asian and Black/African American applicants, who had equally high selection rates.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	2	0	1.9%	--	--
Asian	6	1	5.8%	16.7%	✓ 100%
Black/African American	6	1	5.8%	16.7%	✓ 100%
Latine/Hispanic	21	1	20.4%	4.8%	✗ 29%
Multiethnic	3	0	2.9%	0.0%	✗ 0%
Pacific Islander/HI Native	1	0	1.0%	--	--
White	38	3	36.9%	7.9%	✗ 47%
Unknown/Unreported	26	0	25.2%	0.0%	✗ 0%
TOTAL	103	6			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - Skilled Crafts

Males had the highest selection rate and the other gender groups did not meet the 2 percent threshold for adverse impact analysis.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	2	0	1.9%	0.0%	--
Male	100	6	97.1%	6.0%	✓ 100%
Non-Binary	0	0	0.0%	--	--
Unknown/Unreported	1	0	1.0%	0.0%	--
TOTAL	103	6			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - Skilled Crafts

Using the 80% rule, **applicants without a disability** were under-selected compared to applicants with a disability, who had the highest selection rate.

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	68	3	66.0%	4.4%	✗ 15%
Yes	7	2	6.8%	28.6%	✓ 100%
Unknown/Unreported	28	1	27.2%	3.6%	✗ 13%
TOTAL	103	6			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - Skilled Crafts

Using the 80% rule, **applicants who were protected veterans** were under-selected compared to applicants who were NOT protected veterans (highest selection rate).

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	96	6	93.2%	6.3%	✓ 100%
Protected Veteran	3	0	2.9%	0.0%	✗ 0%
Unknown/Unreported	4	0	3.9%	0.0%	✗ 0%
TOTAL	103	6			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Adverse Impact - Technical Employees

2021-22 to 2023-24

Applicant Adverse Impact by Race/Ethnicity - Technical

Using the 80% rule, all other applicants were under-selected compared to Multiethnic applicants, who had the highest selection rate.

Race/Ethnicity	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
American Indian/AK Native	68	1	1.3%	--	--
Asian	916	20	17.1%	2.2%	✗ 56%
Black/African American	293	6	5.5%	2.0%	✗ 53%
Latine/Hispanic	1563	34	29.1%	2.2%	✗ 56%
Multiethnic	231	9	4.3%	3.9%	✓ 100%
Pacific Islander/HI Native	35	0	0.7%	--	--
White	1444	28	26.9%	1.9%	✗ 50%
Unknown/Unreported	816	1	15.2%	0.1%	✗ 3%
TOTAL	5366	99			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Gender - Technical

Using the 80% rule, **males** were under-selected compared to female applicants, who had the highest selection rate.

Gender	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Female	3718	84	69.3%	2.3%	✓ 100%
Male	1494	14	27.8%	0.9%	✗ 41%
Non-Binary	30	1	0.6%	--	--
Unknown/Unreported	124	0	2.3%	0.0%	✗ 0%
TOTAL	5366	99			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Disability - Technical

Applicants without a disability had the highest selection rate, but applicants with a disability were not under-selected according to the 80% rule.

Disability	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
No	3829	77	71.4%	2.0%	100%
Yes	365	7	6.8%	1.9%	95%
Unknown/Unreported	1172	15	21.8%	1.3%	64%
TOTAL	5366	99			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Applicant Adverse Impact by Veteran Status - Technical

The number of applicants who were protected veterans did not meet the 2 percent threshold for adverse impact analysis.

Veteran Status	Applied	Hired	Percent of Applicant Pool	Selection Rate	Adverse Impact (Group/Highest Rate)
Not a Protected Veteran	5109	93	95.2%	1.8%	96%
Protected Veteran	99	3	1.8%	--	--
Unknown/Unreported	158	3	2.9%	1.9%	100%
TOTAL	5366	99			

Source: PeopleAdmin

Note: Applicant groups constituting less than 2% of the overall pool were excluded according to the Uniform Guidelines on Employee Selection Procedures described in <https://www.uniformguidelines.com/uniform-guidelines.html>

Underrepresentation Analysis Overview

Purpose: Examining underrepresentation allows districts to compare current employee demographics to the expected or desired diversity levels in the student and community population. Title 5 requires districts to identify any underrepresented groups where actual representation is below 80 percent of projected representation. Underrepresentation results provide an opportunity for districts to review existing employment practices to identify any non-job-related barriers to employment and address policies and practices as appropriate.

Process: Underrepresentation was measured by comparing the percentage of individuals from a monitored group with the District's projected representation for the same group. Underrepresentation was identified when a monitored group employed by the district was below 80 percent of the projected representation for that group (including examining standard deviations and a Binomial Exact test for statistical significance).

Projected representation was determined by creating a composite availability statistic for race/ethnicity, gender identity, disability status, and veteran status by combining the District's student population, local community, state of California, and United States demographics as follows:

- Student population: 60% weight
- Local community population: 25% weight
- State of California population: 10% weight
- United States population: 5% weight

Trends:

- *Race/Ethnicity:* Underrepresentation was noted for the Latine/Hispanic employee population (fewer employees identifying as Latine/Hispanic than expected based on the Composite Availability).
- *Gender:* Underrepresentation was noted for the Nonbinary employee population (fewer employees identifying as nonbinary than expected based on the Composite Availability).
- *Disability Status:* Underrepresentation was noted for employees reporting a disability (fewer employees reporting a disability than expected based on the Composite Availability).
- *Veteran Status:* Underrepresentation was noted for veteran employees (fewer veteran employees than expected based on the Composite Availability).

Employee Underrepresentation by Racial/Ethnic Diversity

Fall 2021 - Fall 2023

Underrepresentation is noted for the Latine/Hispanic employee population (fewer employees identifying as Latine/Hispanic than expected based on Composite Availability).

Fall 2023 Employee Data

Race	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability (Composite Availability)	Race # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Amer Indian/AK Native	2520	5	0.2%	0.21%	5	92.5%	-0.17	0.55	0
Asian	2520	403	16.0%	19.07%	481	83.9%	-3.93	0.00	78
Black/Afr Amer	2520	113	4.5%	3.54%	89	126.6%	2.56	0.99	-24
Latino/Hispanic	2520	798	31.7%	44.50%	1121	71.2%	-12.96	0.00	323
Multiethnic	2520	113	4.5%	3.69%	93	121.4%	2.10	0.98	-20
Pacific Islander/HI Native	2520	8	0.3%	0.27%	7	117.5%	0.46	0.75	-1
White	2520	946	37.5%	22.17%	559	169.3%	18.57	1.00	-387
Unknown	2520	134	5.3%	6.53%	165	81.4%	-2.47	0.01	31

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2022 Employee Data

Race	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability (Composite Availability)	Race # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Amer Indian/AK Native	2440	5	0.2%	0.21%	5	0.9556429	-0.10	0.58	0
Asian	2440	386	15.8%	19.07%	465	83.0%	-4.09	0.00	79
Black/Afr Amer	2440	98	4.0%	3.54%	86	113.4%	1.27	0.90	-12
Latino/Hispanic	2440	747	30.6%	44.50%	1086	68.8%	-13.80	0.00	339
Multiethnic	2440	116	4.8%	3.69%	90	128.7%	2.78	1.00	-26
Pacific Islander/HI Native	2440	9	0.4%	0.27%	7	136.5%	0.94	0.87	-2
White	2440	939	38.5%	22.17%	541	173.6%	19.39	1.00	-398
Unknown	2440	140	5.7%	6.53%	159	87.8%	-1.59	0.06	19

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2021 Employee Data

Race	Total Job Group Employees	Total Race Job Group Employees	% of Race Job Group Employees	Race Availability (Composite Availability)	Race # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Amer Indian/AK Native	2491	7	0.3%	0.21%	5	131.1%	0.72	0.83	-2
Asian	2491	403	16.2%	19.07%	475	84.8%	-3.67	0.00	72
Black/Afr Amer	2491	99	4.0%	3.54%	88	112.2%	1.17	0.89	-11
Latino/Hispanic	2491	727	29.2%	44.50%	1108	65.6%	-15.38	0.00	381
Multiethnic	2491	116	4.7%	3.69%	92	126.1%	2.55	0.99	-24
Pacific Islander/HI Native	2491	9	0.4%	0.27%	7	133.7%	0.88	0.86	-2
White	2491	995	39.9%	22.17%	552	180.1%	21.35	1.00	-443
Unknown	2491	135	5.4%	6.53%	163	82.9%	-2.25	0.01	28

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Employee Underrepresentation by Gender

Fall 2021 - Fall 2023

Underrepresentation is noted for the Nonbinary employee population (fewer employees identifying as nonbinary than expected based on Composite Availability).

Fall 2023 Employee Data

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability (Composite Availability)	Gender # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Females	2520	1426	56.6%	54.06%	1362	104.7%	2.55	0.99	-64
Males	2520	1090	43.3%	42.64%	1075	101.4%	0.62	0.74	-15
Nonbinary	2520	4	0.2%	0.79%	20	20.2%	-3.57	0.00	16
Unknown	2520	0	0.0%	2.51%	63	0.0%	-8.05	0.00	63

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2022 Employee Data

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability (Composite Availability)	Gender # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Females	2440	1381	56.6%	54.06%	1319	104.7%	2.52	0.99	-62
Males	2440	1055	43.2%	42.64%	1041	101.4%	0.59	0.73	-14
Nonbinary	2440	4	0.2%	0.79%	19	20.9%	-3.48	0.00	15
Unknown	2440	0	0.0%	2.51%	61	0.0%	-7.92	0.00	61

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2021 Employee Data

Gender	Total Job Group Employees	Total Gender Job Group Employees	% of Gender Job Group Employees	Gender Availability (Composite Availability)	Gender # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Females	2491	1405	56.4%	54.06%	1347	104.3%	2.35	0.99	-58
Males	2491	1081	43.4%	42.64%	1062	101.8%	0.76	0.78	-19
Nonbinary	2491	5	0.2%	0.79%	20	25.5%	-3.31	0.00	15
Unknown	2491	0	0.0%	2.51%	62	0.0%	-8.01	0.00	62

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Employee Underrepresentation by Disability Status

Fall 2021 - Fall 2023

Underrepresentation is noted for employees reporting a disability (fewer employees reporting a disability than expected based on Composite Availability).

Fall 2023 Employee Data

Disability	Total Job Group Employees	Total Disability		Disability Availability		Disability # Expected			Binomial	
		Job Group Employees	% of Disability Job Group Employees	(Composite Availability)	Disability # Expected based on Availability	80 % Rule	SD	Exact	SF	
No Disability	2520	2431	96.5%	93.24%	2350	103.5%	6.46	1.00	-81	
Disability	2520	89	3.5%	6.76%	170	52.2%	-6.46	0.00	81	
Unknown	2520	0	0.0%	0.00%	0	NA	NA	NA	NA	

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2022 Employee Data

Disability	Total Job Group Employees	Total Disability		Disability Availability		Disability # Expected			Binomial	
		Job Group Employees	% of Disability Job Group Employees	(Composite Availability)	Disability # Expected based on Availability	80 % Rule	SD	Exact	SF	
No Disability	2440	2369	97.1%	93.24%	2275	104.1%	7.58	1.00	-94	
Disability	2440	71	2.9%	6.76%	165	43.0%	-7.58	0.00	94	
Unknown	2440	0	0.0%	0.00%	0	NA	NA	NA	NA	

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2021 Employee Data

Disability	Total Job Group Employees	Total Disability		Disability Availability		Disability # Expected			Binomial	
		Job Group Employees	% of Disability Job Group Employees	(Composite Availability)	Disability # Expected based on Availability	80 % Rule	SD	Exact	SF	
No Disability	2491	2416	97.0%	93.24%	2322	104.0%	7.46	1.00	-94	
Disability	2491	75	3.0%	6.76%	169	44.5%	-7.46	0.00	94	
Unknown	2491	0	0.0%	0.00%	0	NA	NA	NA	NA	

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Employee Underrepresentation by Veteran Status

Fall 2021 - Fall 2023

Underrepresentation is noted for veteran employees (fewer veteran employees than expected based on Composite Availability).

Fall 2023 Employee Data

Protected Veteran Status	Total Job Group Employees	Total Veteran Job Group Employees	% of Veteran Job Group Employees	Veteran Availability (Composite Availability)	Veteran # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Not a Veteran	2520	2513	99.7%	98.46%	2481	101.3%	5.16	1.00	-32
Protected Veteran	2520	7	0.3%	1.54%	39	18.0%	-5.16	0.00	32
Unknown	2520	0	0.0%	0.00%	0	NA	NA	NA	NA

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2022 Employee Data

Protected Veteran Status	Total Job Group Employees	Total Veteran Job Group Employees	% of Veteran Job Group Employees	Veteran Availability (Composite Availability)	Veteran # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Not a Veteran	2440	2432	99.7%	98.46%	2402	101.2%	4.87	1.00	-30
Protected Veteran	2440	8	0.3%	1.54%	38	21.2%	-4.87	0.00	30
Unknown	2440	0	0.0%	0.00%	0	NA	NA	NA	NA

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Fall 2021 Employee Data

Protected Veteran Status	Total Job Group Employees	Total Veteran Job Group Employees	% of Veteran Job Group Employees	Veteran Availability (Composite Availability)	Veteran # Expected based on Availability	80 % Rule	SD	Binomial Exact	SF
Not a Veteran	2491	2485	99.8%	98.46%	2453	101.3%	5.28	1.00	-32
Protected Veteran	2491	6	0.2%	1.54%	38	15.6%	-5.28	0.00	32
Unknown	2491	0	0.0%	0.00%	0	NA	NA	NA	NA

Note: Binomial Exact values less than 0.05 and greater than 0.95 indicate a confidence level of 95% or greater the difference is not due to random distribution.

Targeted DEIAA Efforts Districtwide

Classified Fellows: Under the leadership of the District Chancellor and the District Director, Diversity, Culture, and Inclusion, the objectives of the Diversity and Inclusion Fellows program for classified professionals includes increasing faculty/staff diversity, encouraging culturally responsive and affirming student support practices, and promoting DEIAA throughout the District.

The primary duties of the classified fellows program is to help promote and infuse various facets of diversity, equity, inclusion, anti-racism, and accessibility (DEIAA) initiatives throughout the District and throughout various platforms. Under the auspices of the Diversity, Culture, and Inclusion Office, examples include to:

- Research, evaluate, and prepare presentations, reports, agendas, minutes.
- Design, present, and attend outreach and training events.
- Be involved several capacities in the Future Instructor Training (FIT) Program
- Assist in design and coordination of the Inclusive Excellence Curriculum Transformation Initiative.
- Provide recommendations for recruitment and retention of diverse classified staff/faculty.
- Assist in the design and delivery of training and seminars for classified professionals related to Diversity, Equity, Inclusion and Access (DEIAA). This includes assisting in the design, organization, and implementation of the Pluralism, Inclusion, and Equity (PIE) Series.

Faculty Fellows: Under the leadership of the District Chancellor and the District Director, Diversity, Culture, and Inclusion, the objectives of the Diversity and Inclusion Faculty Fellow program includes increasing faculty diversity, encouraging culturally responsive and affirming teaching, and promoting DEIAA throughout the District.

The primary duties of the faculty fellows program is to help promote and infuse various facets of diversity, equity, inclusion, anti-racism, and accessibility (DEIAA) initiatives throughout the District and throughout various platforms. Under the auspices of the Diversity, Culture, and Inclusion Office, examples include to:

- Provide assistance in hiring and retention of diverse faculty members.
- Assist and evaluate with the Future Instructor Training (FIT) Program.
- Evaluate various aspects of curriculum.
- Assist in organizing the Inclusive Excellence Curriculum Transformation Seminar in January.
- Collaborate in the organization and creation of training and seminars for faculty and staff on DEIA.
- Assisting in designing, organizing, and supporting the Pluralism, Inclusion, and Equity (PIE) Series for the District.
- Promoting DEIA throughout the District.

NCORE Community of Practice: Employees from North Orange County Community College District (NOCCCD) employees attended the National Conference on Race and Ethnicity (NCORE) in Honolulu, Hawaii from May 28, 2024 through June 1, 2024.

When employees returned from the conference, the Chancellor's Office put together an NCORE community of practice, employee engagement forums. These voluntary forums included employee representatives from classified staff, full-time faculty, adjuncts, classified managers and academic managers. They engaged in conversations and the purpose of these forums was to:

- Reflect on key takeaways and acquired knowledge from the conference;
- Highlight conference experiences as it relates to their positions;
- Connect with colleagues and collaborate on possible ideas or projects that we can implement at NOCCCD;
- Build a heightened sense of community amongst colleagues;
- Increase employee engagement and communication;
- Develop a community of practice throughout the District on how to better serve our student populations, based on what they learned at the conference.

HSI Transformation Team at Fullerton College: Fullerton College has created a Hispanic Serving Institution (HSI) Transformation Team working with author and scholar Dr. Gina Ann Garcia to enhance and embrace servingness as an HSI. The idea of "servingness," introduced by Dr. Garcia in her book *Hispanic Serving Institutions (HSIs) in Practice: Defining "Servingness" at HSIs*, examines the shift from just enrolling Latinx students to actively serving them.

The HSI Transformation Team is working on five key pillars to further define and establish Fullerton College's identity as an HSI:

- Hiring and diversifying faculty (Subgroup 1)
- Marketing and branding our HSI identity (Subgroup 2)
- Culturally relevant practices (Subgroup 3)
- Create a collegewide infrastructure (Subgroup 4)
- Cultivate solidarity (Subgroup 5)

Faculty Diversification Efforts: As a branch of the HSI Transformation Team, in collaboration with HR and the DCI office, the campus will be exploring faculty cluster hiring in the near future as one of the five key pillars. Subgroup one (1) is scheduled to explore the benefits and advantages of cluster hiring as a way to expand faculty diversification demographics. In addition, the group will also explore hosting a recruitment fair specifically geared for part-time faculty (or adjuncts).

Faculty/Staff Associations (FSAs): North Orange County Community College District continue to support our DEIAA efforts through our Employee Affinity/ERG groups, or FSAs. We have worked on developing a centralized process for the development of Affinity/ERG Groups, or FSAs at our District. We have set up monthly community meetings where all FSAs share what is happening with their FSAs and how they can support and engage with one another.

We currently have six (6) established FSAs, which are listed on the website. [NOCCCD | Faculty & Staff Associations.](#)

Together we are leveraging the presence of each of the FSA to increase the level of involvement amongst the groups and we can assess the needs of our FSA through DEIAA lenses.

Local Employment/Job Fairs: In collaboration with Human Resources and the DCI office, NOCCCD has made a point to have a stronger and more deliberate presence at our local employment/job fairs. We have 3 campuses (Cypress, Fullerton, and NOCE) and they each have their job employment/job fairs throughout the year. We will be engaging with them more and registering for these opportunities. In addition, we are exploring employment/job fairs through local universities, including California State University, Los Angeles, California State University, Fullerton, University of California, Los Angeles, etc.

EEO Advisory Committee: The Equal Employment Opportunity Advisory Committee has been exploring various ways to assess our District's DEIAA needs. One area we are focused on this year is to exploration of "Stay" survey/interview. Through our committee, we created a sub-group that will outline how to best capture qualitative data on the experiences that employees have had at NOCCCD and why they stay - good, bad, and everything in between. We felt it was important to review this type of information so that can have examples of how to obtain metrics and narratives on: sense of belonging, sense of community, campus culture, networking, growth, professional development opportunities, upward mobility opportunities, etc. These areas that address the experiences of our employees is at a center of our DEIAA work.

Establishment of our Chancellor's Latiné North Orange Community College Coalition (LANOC³)

The purpose of this advisory group is to provide input and support to NOCCCD's Chancellor, ground the District's HSI designation, and build on the collective student success efforts throughout the District. The role of this coalition is to provide a multiple number of perspectives on how to better serve the needs of Latiné students throughout the three campuses. This coalition is comprised of community members and NOCCCD faculty/staff, administrators, and students from throughout the District with a focus on learning and teaching to inspire change.


There will be 7 major components that align our DEIA efforts throughout the District. One area of focus that the coalition will engage with that is applicable to equitable hiring practices:

Equitable Hiring Practices:

Ensure robust and deliberate training strategies for selection committee members in the areas of diversity, equity, bias, benefits of diversity, etc. Prioritize hiring faculty, staff, and administrators who are committed to equity and justice.

Diverse representation matters and we should align with the student body: recruit individuals from minoritized backgrounds, including people of color. Acknowledge that commitment to equity is essential for everyone, regardless of their racial or ethnic identity.

One of the major goals for 2023/2024 is to start with a core group of faculty, classified and district leaders throughout the District and include various




representations who work directly with our Latinx students. This will provide additional engagement on the other 6 components of this advisory group including:

- Equity-Centered Curricula and Programs
- Equitable Hiring Practices
- Broadening Success Metrics
- Multilingualism and Language Preservation
- High-Touch Practices with Cultural Sensitivity
- Financial Aid and Low-Income Student Support
- Incorporating the physical space into the approach for creating culturally sensitive environments for Latiné students to promote and evoke a sense of belonging.

Path Forward

Over the past decade, North Orange County Community College District (NOCCCD) has shown significant strides in enhancing diversity across its workforce. As of Fall 2023, District-wide employee diversity has grown by 17.6%, reaching 55.7%. Key trends reveal positive increases in representation across gender and racial/ethnic diversity among administrators, faculty, and classified staff.



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NORTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

Cypress  College



Fullerton College

NOCE
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CONTINUING EDUCATION

For reference, all of the previous versions of this report are here:
<https://www.nocccd.edu/diversity-report>