

FACULTY AND STAFF ETHNIC DIVERSITY Annual Update

November 2021

Board of Trustees Presentation

SELECT DEI INITIATIVES

1. DEI (Diversity, Equity, & Inclusion) Initiatives – 2020-2021

1. Updated all Board Policies & Regulations related to Equal Employment Opportunity
2. Updated all Board Policies & Regulations related to Nondiscrimination
3. Equitize Recruitment Practices - Updated & standardized all academic job announcements:
 1. Introductory statement on student population & LBCC is a Hispanic Serving Institution
 2. DEI statement
 3. Link to our EEO Plan
 4. Remove AA transcript requirement for all academic positions
 5. Working with Coalition Groups for more inclusive language in the job application
 6. Weekly job announcements
 7. Expanded DEI-focused recruitment outreach practices

SELECT DEI INITIATIVES

1. DEI (Diversity, Equity, & Inclusion) Initiatives – 2020-2021, continued

1. Updated the EEO training for hiring panel
 1. Additionally created standardized training for all EEO Representative & Hiring Committee Chairs
 2. Template first meeting agenda with committee; includes discussion on the EEO training principles
2. EEO training expanded out to all hiring panels for all academic recruitments: full time faculty, part time faculty, management, internships, and Student Success Coaches
 1. Roll out for all classified recruitments occurred as of December 2021
3. Created a training on understanding the ADA and the accommodation process
 1. Available to all campus employees
 2. Part of the onboarding process for all new hires to the District
4. Faculty Diversity Internship Program
 1. Reconstituted the Faculty Internship Program to include diversity based outreach and succession planning
5. Diversity Recruitment & Outreach Focus Groups – annual feedback & review process
6. Adjunct Recruitment Initiatives – create standardized agenda, meeting with chair, EEO rep roll out

SELECT DEI INITIATIVES

1. DEI (Diversity, Equity, Inclusion) Initiatives – 2020-2021, continued

1. DEI Exit Survey - Retention based initiative
2. Satisfaction Exit Survey - Retention based initiative
3. Hiring Process & Experience Satisfaction Survey
 1. Submitted to panel members & applicants; Retention and recruitment based initiative
4. CUE (Center for Urban Education) Diversity in Recruitment Action Plan
 1. Continue to make and monitor progress on these initiatives
 2. Reconstitute work group in the spring 2022
5. Initiating work on:
 1. Strategic DEI Plan for the College
 1. Includes – Strategic hiring plan for diversity & strategic retention plan for diversity
 2. Updating the EEO Plan for the College
 1. Faculty & Staff Equal Opportunity Committee

Ethnic Diversity Applicant Pools/Hires



Longitudinal Full Time Faculty Recruitments

	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021	
Ethnicity	Applicant Pool	Hired	-Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	153	0	137	4	45	2	350	2	122	1
Hispanic or Latino	162	1	235	7	57	2	282	4	142	3
Asian/Native Hawaiian or Pacific Islander	159	4	151	4	59	0	262	2	34	0
Native American or Alaska Native	13	0	3	0	1	0	7	0	2	0
White	792	23	575	11	117	2	820	7	33	0
Two or More	N/A	N/A	112	0	24	1	159	0	35	0
Unknown	101	0	125	0	27	1	173	0	11	0
Total Applicants	1380	28	1226	26	330	8	2053	15	379	4
Total	487	5	638	15	186	5	1060	8	335	4
Ethnic Diversity*	38%	18%	53%	58%	61%	71%	56%	53%	91%	100%
*Unknown are not included in										

Demographics

Full Time Faculty Ethnic Diversity

	2016/17	2017/18	2018/19	2019/20	2020/21
Black or African American	7.00%	8.00%	8.00%	8.00%	8.00%
Hispanic or Latino	17.00%	17.00%	17.00%	18.00%	19.00%
Asian/Native Hawaiian or Pacific Islander	14.00%	14.00%	14.00%	14.00%	14.00%
Native American or Alaska Native	0.00%	0.00%	1.00%	1.00%	1.00%
White	62.00%	62.00%	60.00%	59.00%	58.00%
Total Ethnic Diversity	38.00%	39.00%	40.00%	41.00%	42.00%
Number of Current Full Time Faculty	301	342	325	332	329

Ethnic Diversity Applicant Pools/Hires



Longitudinal Part Time Faculty Recruitments

	2016-17		2017/18		2018/19		2019/20		2020/21	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	737	14	1042	21	715	24	720	20	196	11
Hispanic or Latino	822	63	1367	37	962	21	1052	59	429	25
Asian/Native Hawaiian or Pacific Islander	684	43	963	24	793	35	866	37	270	17
Native American or Alaska Native	13	0	15	1	25	2	23	2	3	0
White	1836	125	1749	110	1828	82	2129	84	586	39
Two or More <small>*Primary Ethnicity reported above, not included in Total.</small>	477	0	629	3	433	0	466	0	162	2
Unknown	381	0	373	0	475	0	398	0	129	0
Total Applicants	4950	245	6138	196	5231	164	5654	202	1775	94
Total Ethnic Diversity*	2733	120	4016	86	2928	82	3127	118	1060	55
<small>*Unknown are not included in these percentages.</small>	59%	49%	70%	44%	62%	50%	59%	58%	64%	59%

Faculty Interns & Student Success Coaches

Ethnic Diversity Hires

2020-2021	Student Success Coaches	Faculty Interns
Ethnicity	Hired	Hired
Black or African American	5	4
Hispanic or Latino	33	9
Asian/Native Hawaiian or Other/Pacific Islander	6	1
Native American or Alaska Native	0	0
White	3	1
Two or More	0	0
Unknown	0	1
Total Hires	47	16
Total	44	14
Ethnic Diversity*	94%	93%
*Unknown are not included in these percentages.		

Demographics

Part Time Faculty Ethnic Diversity

	2016/17	2017/18	2018/19	2019/20	2020/21
Black or African American	7.00%	8.00%	9.00%	8.00%	8.00%
Hispanic or Latino	18.00%	17.00%	16.00%	19.00%	20.00%
Asian/Native Hawaiian or Pacific Islander	16.00%	16.00%	17.00%	18.00%	18.00%
Native American or Alaska Native	0.00%	1.00%	1.00%	1.00%	1.00%
White	58.00%	59.00%	57.00%	54.00%	53.00%
Total Ethnic Diversity	42.00%	41.00%	43.00%	46.00%	47.00%
Number of Current PT Faculty	951	967	894	938	836

Ethnic Diversity Applicant Pools/Hires

Longitudinal Management Recruitments

	2016-17		2017-18		2018-19		2019/20		2020/21	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	106	1	24	0	180	3	205	2	325	7
Hispanic or Latino	81	4	22	3	92	9	312	6	253	7
Asian/Native Hawaiian or Pacific Islander	85	4	11	0	92	4	122	2	114	2
Native American or Alaska Native	1	0	4	0	9	0	20	0	6	0
White	184	9	56	2	282	6	249	5	282	2
Two or More	57	0	17	0	167	1	184	2	66	0
Unknown	24	0	12	0	63	0	67	0	48	0
Total Applicants/Hires	481	18	146	5	885	23	975	17	1094	18
Total Ethnic Diversity*	330	9	78	3	540	17	726	12	764	16
	64%	50%	58%	60%	65%	74%	79%	71%	73%	89%

Interim Management Recruitments

Ethnic Diversity Hires

2020-2021	
Ethnicity	Hired
Black or African American	2
Hispanic or Latino	5
Asian/Native Hawaiian or Other/Pacific Islander	2
Native American or Alaska Native	1
White	3
Two or More	0
Unknown	0
Total Interim Hires	13
Total	10
Ethnic Diversity*	77%
*Unknown are not included in these percentages.	

Demographics

Management Ethnic Diversity

	2016/17	2017/18	2018/19	2019/20	2020/21
Black or African American	12.00%	13.00%	16.00%	15.00%	14.00%
Hispanic or Latino	17.00%	18.00%	19.00%	23.00%	23.00%
Asian/Native Hawaiian or Pacific Islander	19.00%	16.00%	16.00%	17.00%	18.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	52.00%	53.00%	49.00%	44.00%	44.00%
Total Ethnic Diversity	48.00%	47.00%	51%	55.00%	55.00%
Number of Current Management	131	148	127	147	141

Ethnic Diversity Applicant Pools/Hires

	2016-17		2017/18		2018/19		2019/20		2020/21	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	465	10	624	13	565	11	298	8	495	11
Hispanic or Latino	647	18	1000	20	864	18	632	18	1323	14
Asian/Native Hawaiian or Pacific Islander	403	7	452	6	412	10	209	3	527	5
Native American or Alaska Native	4	0	21	0	49	0	23	0	11	0
White	426	28	583	19	568	16	348	13	481	2
Two or More	190	0	314	5	357	1	382	11	0	0
Decline to State	145	0	175	0	131	0	89	0	133	0
Total Applicants/Hires	2280	63	3169	63	2946	56	1599	53	2970	32
Total Ethnic Diversity*	1709	35	2411	44	2302	40	1162	40	2356	30
	80%	56%	81%	70%	78%	72%	77%	75%	83%	94%

*Unknown are not included in

**Longitudinal
Classified
Recruitments**

Demographics

Classified Staff Ethnic Diversity

	2016/17	2017/18	2018/19	2019/20	2020/21
Black or African American	14.00%	16.00%	17.00%	18.00%	19.00%
Hispanic or Latino	26.00%	27.00%	27.00%	28.00%	29.00%
Asian/Native Hawaiian or Pacific Islander	17.00%	18.00%	18.00%	17.00%	17.00%
Native American or Alaska Native	1.00%	2.00%	2.00%	2.00%	2.00%
White	40.00%	37.00%	35.00%	34.00%	32.00%
Total Ethnic Diversity	60.00%	63.00%	65.00%	66.00%	67.00%
Number of Current Classified	480	499	472	479	480