

FACULTY AND STAFF DIVERSITY Annual Report

December 2022

Board of Trustees Presentation

SELECT DEIA SUMMARY REPORT

DEIA SUMMARY REPORT

- **Equitize Recruitment Practices**
 - Continue to update & standardize all academic job announcements:
 - Introductory statement on student population / Hispanic-Serving Institution
 - DEIA Statement, Accommodation Statement, EEO Statement & link to our EEO Plan, Ancestral Land Statement
 - Emphasize Equivalency (alternate methods to qualifications)
 - Weekly job announcements / Expanded DEIA-focused recruitment outreach practices
 - **Full Time Faculty Job Fair / Marketability Fair**
 - Affinity Groups Invitation to Participate
 - **EEO Representative & Committee Chair Training**
 - **Committee Member Training**
 - **Expanded Student Participation Opportunities – Honorarium**
 - **Updated & Revised Adjunct Recruitment Process – Committee Member Training**
 - **New Employee Training & Supervisor Welcome Guide**

SELECT DEIA SUMMARY REPORT

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- **Culture & Retention**
 - **Training**
 - EEO Training - College-wide
 - Nondiscrimination Training – College-wide
 - Title IX Training – College-wide
 - ADA Training – part of onboarding & accessible to the College
 - Wellness & Well Being Initiative/Series
 - Equity Training Academy
 - Trauma Awareness Training Collaborative
 - Supervisor Coaching & Support Training
 - CART Services & Training
 - **Faculty Diversity Internship Program**
 - Reconstituted the Faculty Internship Program to include diversity-based outreach and succession planning
 - **EEO College Plan – currently being updated & revised**
 - Shared Governance: FSEOC - reviewed the charge and membership for greater inclusion / inclusive language

DEIA SUMMARY REPORT

- **Culture & Retention - Continued**
 - **Webpage Updating** – further built out the webpages for Title IX, EEO, and Accommodations
 - **Employee Relations & Support Programs**
 - **Employee Assistance Program (EAP)**
 - **Mediation Program**
 - **Faculty Conflict Resolution Facilitators (CRF) and Ombudsperson**
 - **Coalition / Affinity Groups** – new employee awareness material & webpage presence
- **Data Analysis**
 - **CUE Training & Initiative Priorities Focus Groups & Analysis**
 - **Diversity Recruitment & Outreach Focus Groups** – annual feedback & review process
 - **DEIA Exit Survey**
 - **Satisfaction Exit Survey**
 - **Hiring Process & Experience – Satisfaction Survey**

Longitudinal Full-Time Faculty Recruitments

Diversity: Applicant Pools/Hires

	2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	-Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	137	4	45	2	350	2	122	1	196	5
Hispanic or Latino	235	7	57	2	282	4	142	3	551	12
Asian/Native Hawaiian or Pacific Islander	151	4	59	0	262	2	34	0	388	5
Native American or Alaska Native	3	0	1	0	7	0	2	0	5	0
White	575	11	117	2	820	7	33	0	790	14
Two or More	112	0	24	1	159	0	35	0	216	1
Unknown	125	0	27	1	173	0	11	0	168	0
Total Applicants	1226	26	330	8	2053	15	379	4	2314	37
Total	638	15	186	5	1060	8	335	4	1356	23
Ethnic Diversity* <small>*Unknown are not included in these percentages.</small>	53%	58%	61%	71%	56%	53%	91%	100%	63%	62%

Demographics

Full-Time Faculty Diversity

	2017/18	2018/19	2019/20	2020/21	2021/22
Black or African American	8.00%	8.00%	8.00%	8.00%	9.00%
Hispanic or Latino	17.00%	17.00%	18.00%	19.00%	22.00%
Asian/Native Hawaiian or Pacific Islander	14.00%	14.00%	14.00%	14.00%	13.00%
Native American or Alaska Native	0.00%	1.00%	1.00%	1.00%	1.00%
White	62.00%	60.00%	59.00%	58.00%	55.00%
Total Ethnic Diversity	39.00%	40.00%	41.00%	42.00%	45.00%
Number of Current Full Time Faculty	342	325	332	329	336

Diversity: Applicant Pools/Hires

Longitudinal Part-Time Faculty Recruitments

Ethnicity	2017/18		2018/19		2019/20		2020/21		2021/22	
	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	1042	21	715	24	720	20	196	11	319	22
Hispanic or Latino	1367	37	962	21	1052	59	429	25	562	54
Asian/Native Hawaiian or Pacific Islander	963	24	793	35	866	37	270	17	319	35
Native American or Alaska Native	15	1	25	2	23	2	3	0	5	1
White	1749	110	1828	82	2129	84	586	39	928	48
Two or More	629	3	433	0	466	0	162	2	339	17
Unknown	373	0	475	0	398	0	129	0	236	0
Total Applicants	6138	196	5231	164	5654	202	1775	94	2708	177
Total	4016	86	2928	82	3127	118	1060	55	1544	129
Ethnic Diversity*	70%	44%	62%	50%	59%	58%	64%	59%	63%	73%
*Unknown are not included in these percentages.										

Faculty Interns & Student Success Coaches

Diversity Applicant Pools/Hires

Ethnicity	2020/21		2021/22	
	Student Success Coaches	Faculty Interns	Student Success Coaches	Faculty Interns
Black or African American	5	4	7	2
Hispanic or Latino	33	9	43	6
Asian/Native Hawaiian or Pacific Islander	6	1	10	1
Native American or Alaska Native	0	0	0	0
White	3	1	2	0
Two or More	0	0	2	4
Unknown	0	1	1	1
Total Hires	47	16	65	14
Total	44	14	62	13
Ethnic Diversity*	94%	93%	97%	93%
*Unknown are not included in these percentages.				

Demographics

Part-Time Faculty Diversity

	2017/18	2018/19	2019/20	2020/21	2021/22
Black or African American	8.00%	9.00%	8.00%	8.00%	9.00%
Hispanic or Latino	17.00%	16.00%	19.00%	20.00%	24.00%
Asian/Native Hawaiian or Pacific Islander	16.00%	17.00%	18.00%	18.00%	18.00%
Native American or Alaska Native	1.00%	1.00%	1.00%	1.00%	1.00%
White	59.00%	57.00%	54.00%	53.00%	48.00%
Total Ethnic Diversity	41.00%	43.00%	46.00%	47.00%	52.00%
Number of Current PT Faculty	967	894	938	836	941

Diversity: Applicant Pools/Hires



Longitudinal Management Recruitments

	2017/18		2018/19		2019/20		2020/21		2021/22	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	24	0	180	3	205	2	325	7	268	5
Hispanic or Latino	22	3	92	9	312	6	253	7	430	13
Asian/Native Hawaiian or Pacific Islander	11	0	92	4	122	2	114	2	180	4
Native American or Alaska Native	4	0	9	0	20	0	6	0	5	0
White	56	2	282	6	249	5	282	2	375	6
Two or More	17	0	167	1	184	2	66	0	174	3
Unknown	12	0	63	0	67	0	48	0	98	0
Total Applicants/ Hires	146	5	885	23	975	17	1094	18	1530	31
Total Ethnic Diversity*	78	3	540	17	726	12	764	16	1057	25
	58%	60%	65%	74%	79%	71%	73%	89%	74%	81%
*Unknown are not included in these percentages.										

Interim Management Recruitments

Diversity Hires

	2020-21	2021-22
Ethnicity	Hired	Hired
Black or African American	2	3
Hispanic or Latino	5	4
Asian/Native Hawaiian or Other/Pacific Islander	2	1
Native American or Alaska Native	1	0
White	3	2
Two or More	0	0
Unknown	0	0
Total Interim Hires	13	10
Total	10	8
Ethnic Diversity*	77%	80%
*Unknown are not included in these percentages.		

Demographics

Management Diversity

	2017/18	2018/19	2019/20	2020/21	2021/22
Black or African American	13.00%	16.00%	15.00%	14.00%	14.00%
Hispanic or Latino	18.00%	19.00%	23.00%	23.00%	26.00%
Asian/Native Hawaiian or Pacific Islander	16.00%	16.00%	17.00%	18.00%	22.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	53.00%	49.00%	44.00%	44.00%	38.00%
Total Ethnic Diversity	47.00%	51%	55.00%	55.00%	62.00%
Number of Current Management	148	127	147	141	129

Diversity: Applicant Pools/Hires

	2017/18		2018/19		2019/20		2020/21		2021/22	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	624	13	565	11	298	8	495	11	510	13
Hispanic or Latino	1000	20	864	18	632	18	1323	14	1362	48
Asian/Native Hawaiian or Pacific Islander	452	6	412	10	209	3	527	5	380	14
Native American or Alaska Native	21	0	49	0	23	0	11	0	10	1
White	583	19	568	16	348	13	481	2	426	13
Two or More	314	5	357	1	382	11	0	0	453	8
Decline to State	175	0	131	0	89	0	133	0	185	6
Total Applicants/Hires	3169	63	2946	56	1599	53	2970	32	3,326	103
Total	2411	44	2302	40	1162	40	2356	30	2715	84
Ethnic Diversity*	81%	70%	78%	72%	77%	75%	83%	94%	86%	87%
*Unknown are not included in these percentages.										

Longitudinal Classified Recruitments

Demographics

Classified Staff Diversity

	2017/18	2018/19	2019/20	2020/21	2021/22
Black or African American	16.00%	17.00%	18.00%	19.00%	19.00%
Hispanic or Latino	27.00%	27.00%	28.00%	29.00%	33.00%
Asian/Native Hawaiian or Pacific Islander	18.00%	18.00%	17.00%	17.00%	17.00%
Native American or Alaska Native	2.00%	2.00%	2.00%	2.00%	2.00%
White	37.00%	35.00%	34.00%	32.00%	29.00%
Total Ethnic Diversity	63.00%	65.00%	66.00%	67.00%	71.00%
Number of Current Classified	499	472	479	480	453