



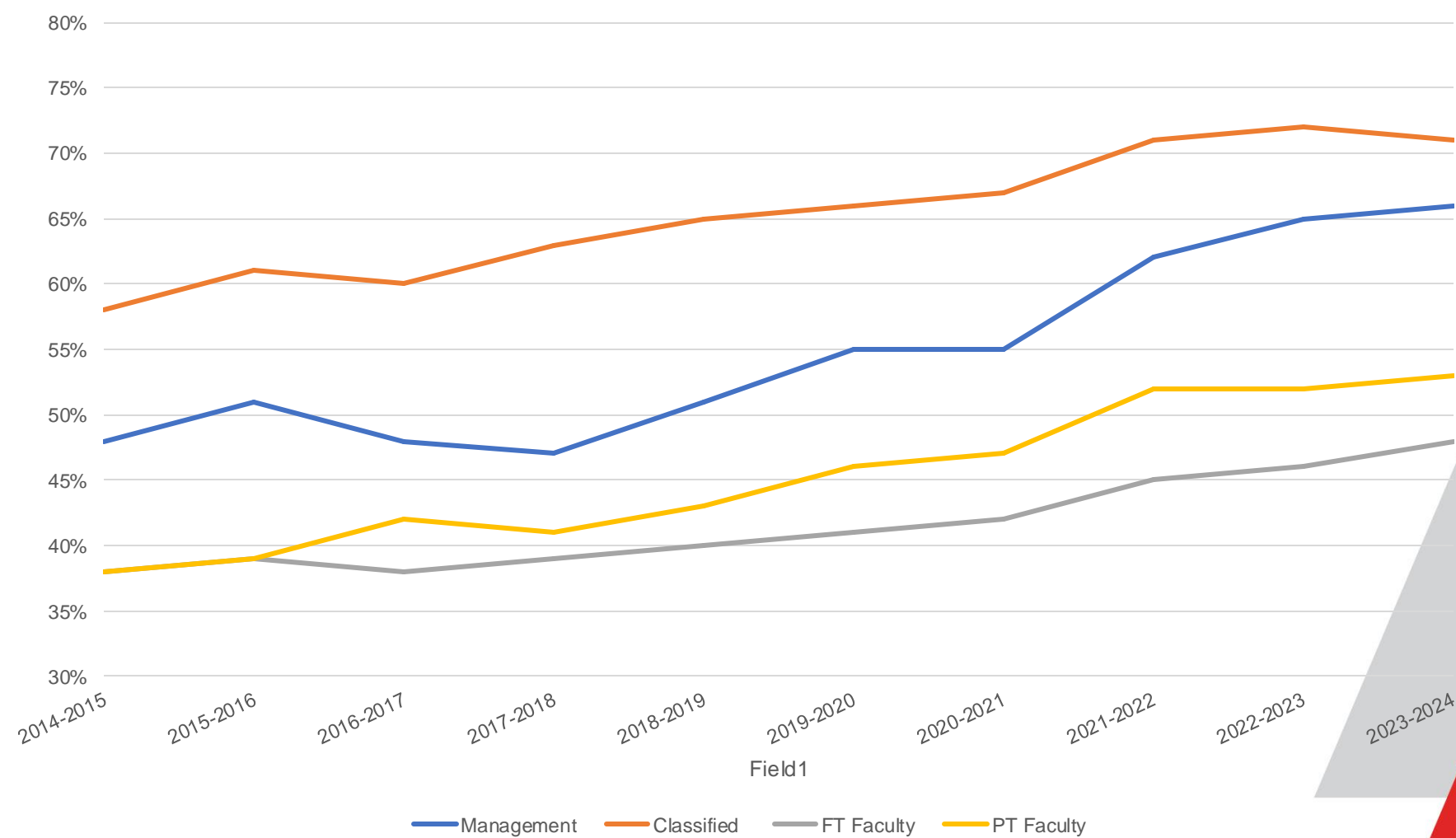
LONG BEACH
CITY COLLEGE

Faculty and Staff Annual Diversity Report

March 2025

Board of Trustees Presentation

Longitudinal Trends In Workforce Diversity



Diversity Trend Data

Management Personnel

	2019-20	2020-21	2021-22	2022-23	2023-24
Black or African American	15%	14%	14%	14%	16%
Hispanic or Latino	23%	23%	26%	33%	33%
Asian/Native Hawaiian or Pacific Islander	17%	18%	22%	17%	17%
Native American or Alaska Native	0%	0%	0%	0%	0%
White	44%	44%	38%	35%	34%
Total Ethnic Diversity	55%	55%	62%	65%	66%
Total Number of Management	147	141	129	137	172

Full-Time Faculty

	2019-20	2020-21	2021-22	2022-23	2023-24
Black or African American	8%	8%	9%	9%	9%
Hispanic or Latino	18%	19%	22%	22%	23%
Asian/Native Hawaiian or Pacific Islander	14%	14%	13%	14%	15%
Native American or Alaska Native	1%	1%	1%	1%	1%
White	59%	58%	55%	54%	52%
Total Ethnic Diversity	41%	42%	45%	46%	48%
Number of Current FT Faculty	332	329	336	332	338

Diversity Trend Data

Part-Time Faculty

	2019-20	2020-21	2021-22	2022-23	2023-24
Black or African American	8%	8%	9%	9%	9%
Hispanic or Latino	19%	20%	24%	25%	25%
Asian/Native Hawaiian or Pacific Islander	18%	18%	18%	17%	18%
Native American or Alaska Native	1%	1%	1%	1%	1%
White	54%	53%	48%	48%	47%
Total Ethnic Diversity	46%	47%	52%	52%	53%
Number of Current PT Faculty	938	836	941	899	947

Classified Staff

	2019-20	2020-21	2021-22	2022-23	2023-24
Black or African American	18%	19%	19%	18%	17%
Hispanic or Latino	28%	29%	33%	35%	35%
Asian/Native Hawaiian or Pacific Islander	17%	17%	17%	17%	17%
Native American or Alaska Native	2%	2%	2%	2%	2%
White	34%	32%	29%	28%	29%
Total Ethnic Diversity	66%	67%	71%	72%	71%
Number of Current Classified	479	480	453	449	517

Embedding Core Values In Employee Lifecycle

PRE-HIRING Strategies

Recruitment & Application Phase

HIRING Strategies

Strategies for Eliminating Bias in the Selection Process

POST-HIRING Strategies

Retention and Development Of Great Employee Culture of Belonging

The Recruitment & Application Phase

PRE-HIRING Strategies, Tools & Training: These strategies include facilitation of an equitable and inclusive environment that helps to attract candidates from underrepresented groups and other nontraditional candidates

Highlighted practices & efforts

- Job Announcements
- Recruitment Strategies
- Applicant Pool Review & Auditing
- Selection Tool Development
- Committee Training and Formation Process



New Employee Orientation

A revitalized new employee orientation format offering an online and in-person experience connecting people with one another

Components include:

- A campus tour
- Partnering with our departments and preferred vendors
- Access to executive leadership
- Engaging and memorable experiences



New Employee Mentoring Program

Helping new hires navigate the College and understand the nuances of their position, working at a community college and working at LBCC

- Leveraging the rich talents, resources, knowledge, and wisdom our current employees bring to the table and share those aspects with out new employees.
- **Intentionality:** Leverage the talents and wisdom of current employees to welcome and retain the incoming diverse workforce.
- Curriculum includes:
 - 5 Mentoring Sessions
 - 3 Professional Development Workshops
 - 1 End of Year Celebration

TOTAL TIME COMMITMENT: 13-15 hours over 6 months

Inclusive Leadership Training

Supervisors receive support on implementing inclusive leadership practices. Nikita Gupta of LIITE Consulting was contracted to create an intentional, effective, and adaptable curriculum for LBCC.



Additional Post-Hiring Strategies

These practices, programs, and efforts are geared toward employee retention and development of culture centered on belonging.

- New Employee First Year Experience (EEO Grant Award)
- Annual Trainings
- Management Team Development
- Classified Employee Promotional Success Academy & Mentorship Program
- Accessibility Efforts
- Employee Resource Groups
- Vision Resource Center
- Added Director of Title IX & Compliance Programs / DEIA Analyst / EEO Analyst
- Mediation Program
- Preferred Name
- Data Analysis

Diversity: Applicant Pool & Hire Data

Full-Time Faculty Data Over Time

	2019-20		2020-21		2021-22		2022-23		2023-24	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	350	2	122	1	196	5	177	0	139	3
Hispanic or Latino	282	4	142	3	551	12	460	6	312	10
Asian/Native Hawaiian or Pacific Islander	262	2	34	0	388	5	269	7	175	3
Native American or Alaska Native	7	0	2	0	5	0	9	0	2	0
White	820	7	33	0	790	14	486	5	331	5
Two or More	159	0	35	0	216	1	221	0	186	1
Unknown	173	0	11	0	168	0	0	0	85	0
Total Applicants / Hires	2053	15	379	4	2314	37	1622	18	1230	22
Total	1060	8	335	4	1356	23	1136	13	899	17
Ethnic Diversity*	56%	53%	91%	100%	63%	62%	70%	72%	71%	77%
*unknown are not included in these percentages										

Applicant Pool & Hire Data Demographics

Part-Time Faculty

	2019-20		2020-21		2021-22		2022-23		2023-24	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	720	20	196	11	319	22	342	15	238	16
Hispanic or Latino	1052	59	429	25	562	54	1001	44	415	40
Asian/Native Hawaiian or Pacific Islander	866	37	270	17	319	35	578	15	295	33
Native American or Alaska Native	23	2	3	0	5	1	13	2	2	0
White	2129	84	586	39	928	48	1034	45	527	43
Two or More	466	0	162	2	339	17	491	0	285	0
Unknown	398	0	129	0	236	0	260	0	155	0
Total Applicants / Hires	5654	202	1775	94	2708	177	3719	121	1917	132
Total	3127	118	1060	55	1544	129	2425	76	1390	89
Ethnic Diversity*	59%	58%	64%	59%	63%	73%	65%	63%	64%	67%
*unknown are not included in these percentages										

Applicant Pool & Hire Data Demographics

Management Data

	2019-20		2020-21		2021-22		2022-23		2023-24	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	205	2	325	7	268	5	96	4	321	5
Hispanic or Latino	312	6	253	7	430	13	195	10	365	9
Asian/Native Hawaiian or Pacific Islander	122	2	114	2	180	4	103	2	128	3
Native American or Alaska Native	20	0	6	0	5	0	2	0	4	0
White	249	5	282	2	375	6	186	3	392	2
Two or More	184	2	66	0	174	3	99	4	238	1
Unknown	67	0	48	0	98	0	54	0	112	0
Total Applicants / Hires	975	17	1094	18	1530	31	735	23	1560	20
Total	726	12	764	16	1057	25	495	20	1056	18
Ethnic Diversity*	79%	71%	73%	89%	74%	81%	67%	87%	73%	90%
*unknown are not included in these percentages										

Diversity: Applicant Pool & Hire Data

Classified Data Over Time

	2019-20		2020-21		2021-22		2022-23		2023-24	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	298	8	495	11	510	13	538	8	668	4
Hispanic or Latino	632	18	1323	14	1362	48	1360	27	1554	33
Asian/Native Hawaiian or Pacific Islander	209	3	527	5	380	14	366	12	510	8
Native American or Alaska Native	23	0	11	0	10	1	11	0	6	0
White	348	13	481	2	426	13	433	15	502	14
Two or More	382	11	0	0	453	8	475	5	571	5
Unknown	89	0	133	0	485	6	181	0	242	0
Total Applicants / Hires	1599	53	2970	32	3326	103	3364	67	4053	64
Total	1162	40	2356	30	2715	84	2750	52	3309	50
Ethnic Diversity*	77%	75%	83%	94%	86%	87%	82%	78%	87%	78%
*unknown are not included in these percentages										



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Thank you