

FACULTY AND STAFF DIVERSITY Annual Report

February 2024

Board of Trustees Presentation

HIGHLIGHTED DEIA SUMMARY REPORT

DEIA efforts directed toward the furtherance of greater employment fairness and representation are organized into three main spheres of effort:

- **PRE-HIRING strategies**: this directs efforts and focus toward the phase in an employment life cycle that occurs prior to hiring actions
 - These strategies include facilitation of an equitable and inclusive environment that helps to attract candidates from underrepresented groups and other nontraditional candidates
- **HIRING strategies**: this directs efforts and focus toward the phase in an employment life cycle that occurs during the hiring process
 - These strategies include efforts to promote the development of diverse and qualified candidate pools and/or eliminate bias in hiring decisions
- **POST-HIRING strategies**: this directs efforts and focus toward the phase in an employment life cycle that occurs after the conclusion of the hiring process
 - These strategies include efforts geared toward employee retention and culture development, centered upon the furtherance of DEIA, such as, gathering and applying hiring and workforce data, supporting new employees & managing and responding to EEO complaints

HIGHLIGHTED DEIA SUMMARY REPORT

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

1. Highlighted practices & efforts

1. Job Announcements

- **Introductory statement on student population / Hispanic-Serving Institution**
- **DEIA Statement, Accommodation Statement, EEO Statement & link to our EEO Plan, & Ancestral Land Statement**
- **Future step – equity audit for job announcement & application**

2. Recruitment Strategies

- **Faculty Job Fair / Marketability Fair**
- **Cluster Hiring Marketing**
- **Focused recruitment posting on sites promoting DEIA**
- **Faculty Diversity Internship Program** - diversity-based outreach & succession planning, focus on departments that demonstrate underrepresentation

3. Selection & Committee Formation Process

- **Review & audit for representation**

HIGHLIGHTED DEIA SUMMARY REPORT

- **HIRING Strategies:** These strategies include efforts to promote the development of diverse and qualified candidate pools and/or eliminate bias in hiring decisions

1. Highlighted practices & efforts

1. Applicant Pool Review & Auditing
 - **Audit and review for representation at each selection step phase**
2. Selection Tool Development
 - **Standard tools & process for all recruitments – ensures the same fair experience for all**
3. Committee Training
 - **EEO Representative & Committee Chair Training**
 - **Committee Member Training**
 - **EEO / Unconscious Bias Training**
 - **Adjunct Recruitment Process – Committee Member Training – EEO Training & EEO Representative**

HIGHLIGHTED DEIA SUMMARY REPORT

- **POST-HIRING Strategies:** These strategies include efforts geared toward employee retention and culture development, centered upon the furtherance of DEIA, such as, gathering and applying hiring and workforce data, supporting new employees & managing and responding to EEO complaints

1. Highlighted practices & efforts

- **New Employee First Year Experience (EEO Grant Award)** - Supervisor Welcome Guide, New Employee Guide, New Employee Handbooks, New Employee Orientation, & First Year Mentorship
- **Annual Trainings** – Title IX, EEO & Nondiscrimination
- **Management Team Development** – ADA & the Interactive Process Training, Title IX Training – Awareness, Prevention, & Bystander
- **Classified Employee Promotional Success Academy & Mentorship Program**
- **Accessibility Efforts** – Hired Interpreter Coordinator & Accessibility Analyst: support Faculty & Staff; CART Services & Training; Interpreter Guide
- **Coalition & Affinity Group Support**
- **Vision Resource Center** – development & launch
- **Added Director of Title IX & Compliance Programs / DEIA Analyst / EEO Analyst**
- **Mediation Program** – development & launch
- **Preferred Name** – process development & launch

SELECT DEIA SUMMARY REPORT

- **POST-HIRING Strategies:** These strategies include efforts geared toward employee retention and culture development, centered upon the furtherance of DEIA, such as, gathering and applying hiring and workforce data, supporting new employees & managing and responding to EEO complaints
 - **Data Analysis Efforts**
 - **Diversity Recruitment & Outreach Focus Groups** – annual feedback & review process
 - **DEIA Exit Survey**
 - **Satisfaction Exit Survey**
 - **Hiring Process & Experience** – satisfaction survey
 - **FDIP** – review & audit under-represented areas for recruitment

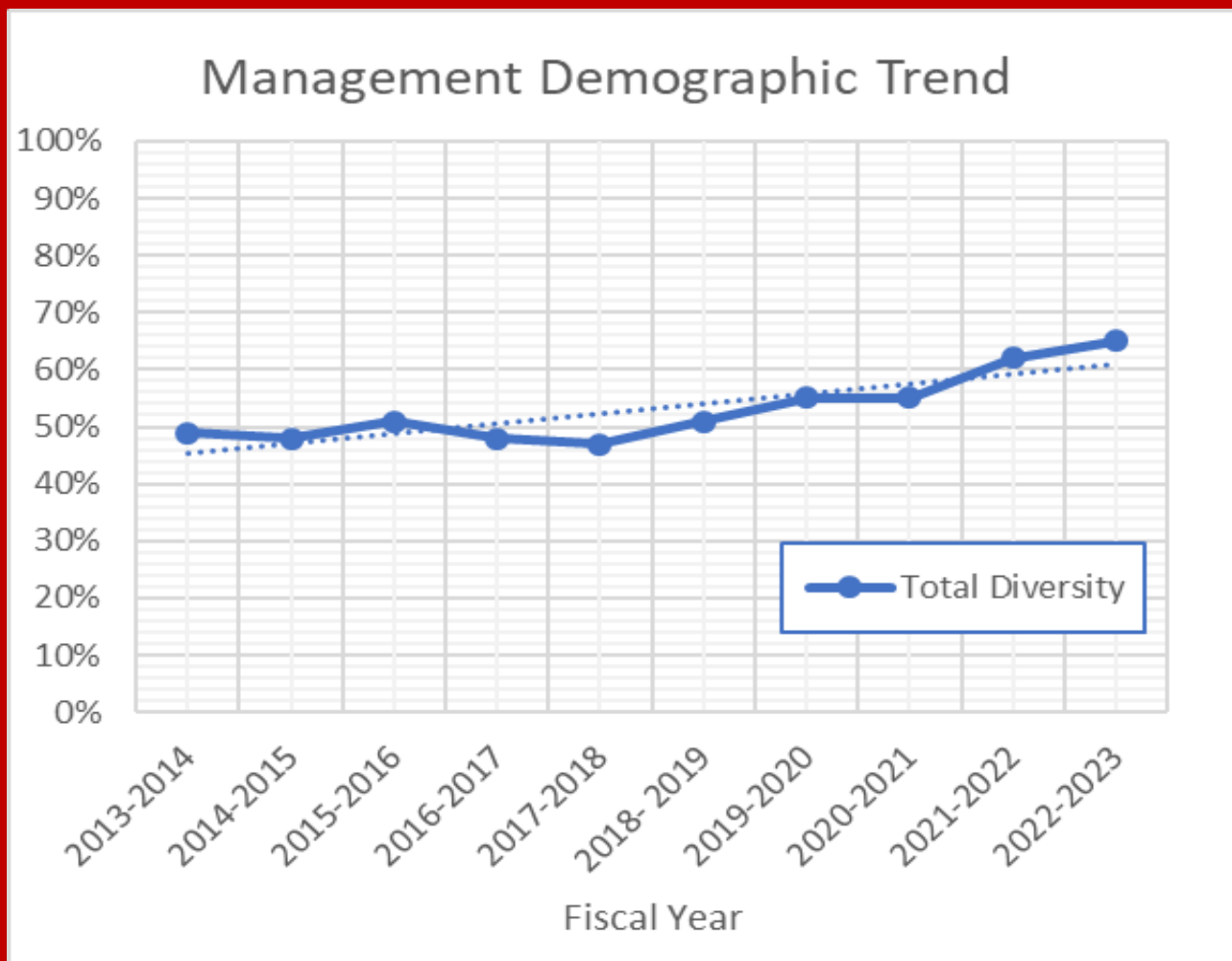
Longitudinal Trend Data

Management Diversity

	2018/19	2019/20	2020/21	2021/22	2022/23
Black or African American	16.00%	15.00%	14.00%	14.00%	14.00%
Hispanic or Latino	19.00%	23.00%	23.00%	26.00%	33.00%
Asian/Native Hawaiian or Pacific Islander	16.00%	17.00%	18.00%	22.00%	17.00%
Native American or Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%
White	49.00%	44.00%	44.00%	38.00%	35.00%
Total Ethnic Diversity	51%	55.00%	55.00%	62.00%	65.00%
Number of Current Management	127	147	141	129	137

Longitudinal Trend Data – Graphic Representation

Management Diversity



Diversity: Applicant Pool & Hire Data



Management Data Over Time

	2018/19		2019/20		2020/21		2021/22		2022/23	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	180	3	205	2	325	7	268	5	96	4
Hispanic or Latino	92	9	312	6	253	7	430	13	195	10
Asian/Native Hawaiian or Pacific Islander	92	4	122	2	114	2	180	4	103	2
Native American or Alaska Native	9	0	20	0	6	0	5	0	2	0
White	282	6	249	5	282	2	375	6	186	3
Two or More	167	1	184	2	66	0	174	3	99	4
Unknown	63	0	67	0	48	0	98	0	54	0
Total Applicants/ Hires	885	23	975	17	1094	18	1530	31	735	23
Total	540	17	726	12	764	16	1057	25	495	20
Ethnic Diversity*	65%	74%	79%	71%	73%	89%	74%	81%	67%	87%
*Unknown are not included in these percentages.										

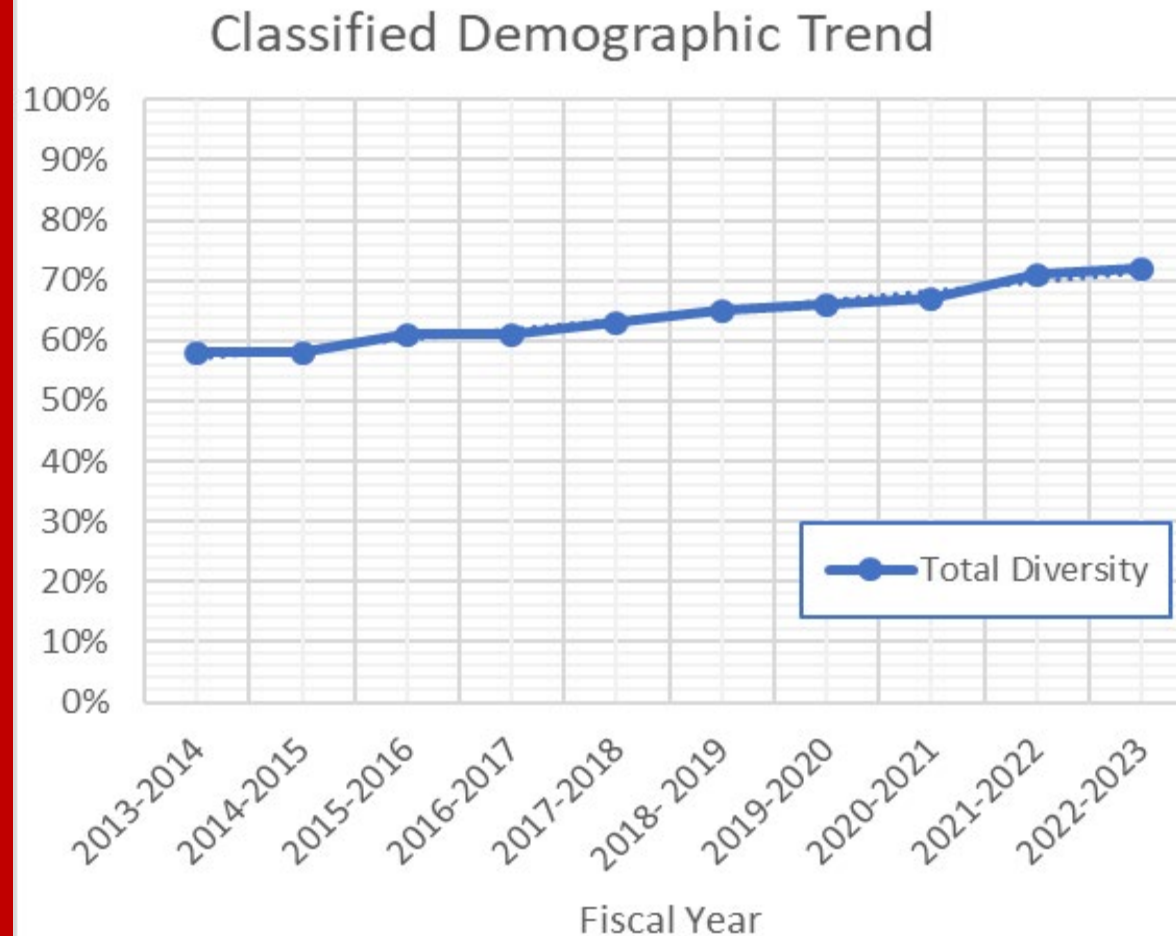
Longitudinal Trend Data

Classified Staff Diversity

	2018/19	2019/20	2020/21	2021/22	2022/23
Black or African American	17.00%	18.00%	19.00%	19.00%	18.00%
Hispanic or Latino	27.00%	28.00%	29.00%	33.00%	35.00%
Asian/Native Hawaiian or Pacific Islander	18.00%	17.00%	17.00%	17.00%	17.00%
Native American or Alaska Native	2.00%	2.00%	2.00%	2.00%	2.00%
White	35.00%	34.00%	32.00%	29.00%	28.00%
Total Ethnic Diversity	65.00%	66.00%	67.00%	71.00%	72.00%
Number of Current Classified	472	479	480	453	449

Longitudinal Trend Data – Graphic Representation

Classified Staff Diversity



Diversity: Applicant Pool & Hire Data

Classified Data Over Time

	2018/19		2019/20		2020/21		2021/22		2022/23	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	565	11	298	8	495	11	510	13	538	8
Hispanic or Latino	864	18	632	18	1323	14	1362	48	1360	27
Asian/Native Hawaiian or Pacific Islander	412	10	209	3	527	5	380	14	366	12
Native American or Alaska Native	49	0	23	0	11	0	10	1	11	0
White	568	16	348	13	481	2	426	13	433	15
Two or More	357	1	382	11	0	0	453	8	475	5
Decline to State	131	0	89	0	133	0	185	6	181	0
Total Applicants/ Hires	2946	56	1599	53	2970	32	3,326	103	3,364	67
Total	2302	40	1162	40	2356	30	2715	84	2750	52
Ethnic Diversity*	78%	72%	77%	75%	83%	94%	86%	87%	82%	78%
*Unknown are not included in these percentages.										

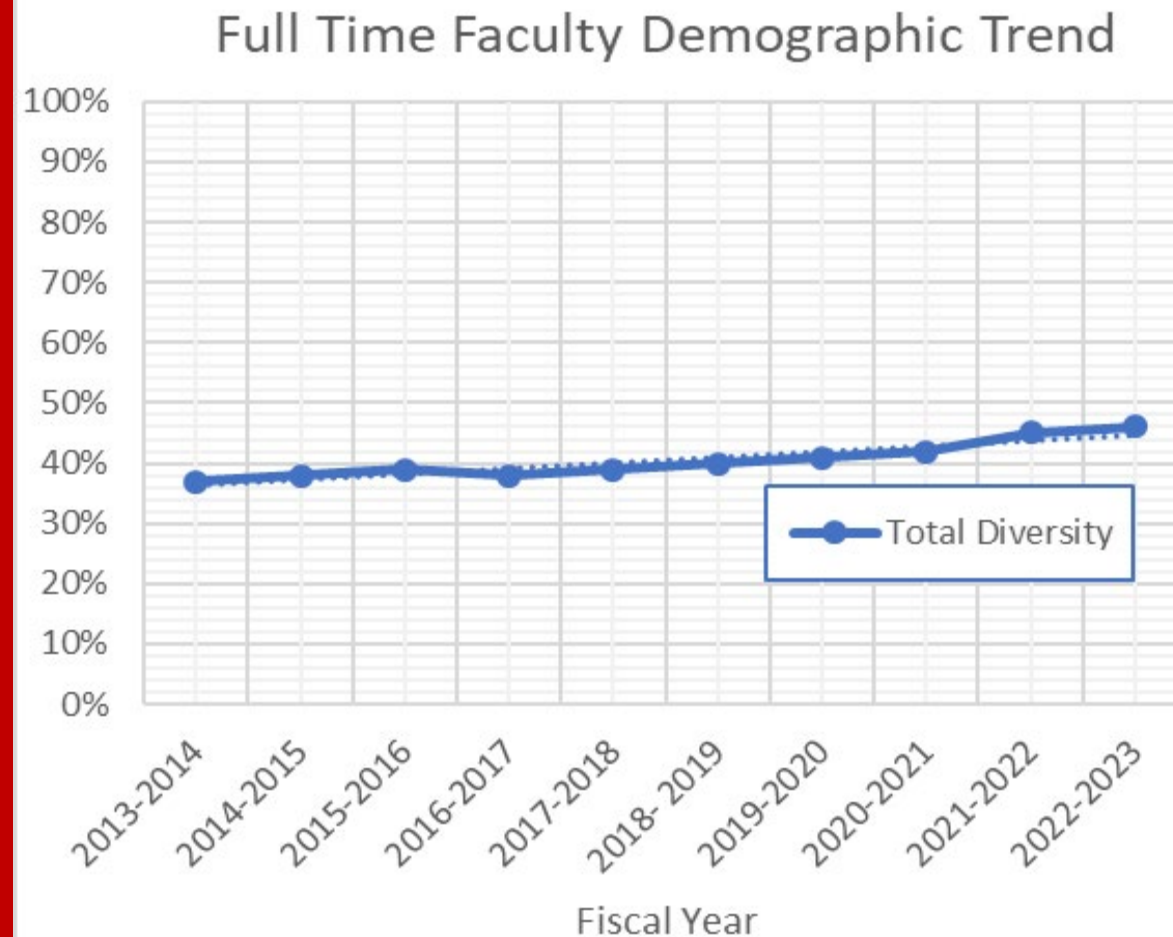
Longitudinal Trend Data

Full-Time Faculty Diversity

	2018/19	2019/20	2020/21	2021/22	2022/23
Black or African American	8.00%	8.00%	8.00%	9.00%	9.00%
Hispanic or Latino	17.00%	18.00%	19.00%	22.00%	22.00%
Asian/Native Hawaiian or Pacific Islander	14.00%	14.00%	14.00%	13.00%	14.00%
Native American or Alaska Native	1.00%	1.00%	1.00%	1.00%	1.00%
White	60.00%	59.00%	58.00%	55.00%	54.00%
Total Ethnic Diversity	40.00%	41.00%	42.00%	45.00%	46.00%
Number of Current Full Time Faculty	325	332	329	336	332

Longitudinal Trend Data – Graphic Representation

Full-Time Faculty Diversity



Diversity: Applicant Pool & Hire Data

Full-Time Faculty Data Over Time

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	-Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	45	2	350	2	122	1	196	5	177	0
Hispanic or Latino	57	2	282	4	142	3	551	12	460	6
Asian/Native Hawaiian or Pacific Islander	59	0	262	2	34	0	388	5	269	7
Native American or Alaska Native	1	0	7	0	2	0	5	0	9	0
White	117	2	820	7	33	0	790	14	486	5
Two or More	24	1	159	0	35	0	216	1	221	0
Unknown	27	1	173	0	11	0	168	0	0	0
Total Applicants	330	8	2053	15	379	4	2314	37	1622	18
Total	186	5	1060	8	335	4	1356	23	1136	13
Ethnic Diversity*	61%	71%	56%	53%	91%	100%	63%	62%	70%	72%
*Unknown are not included in these percentages.										

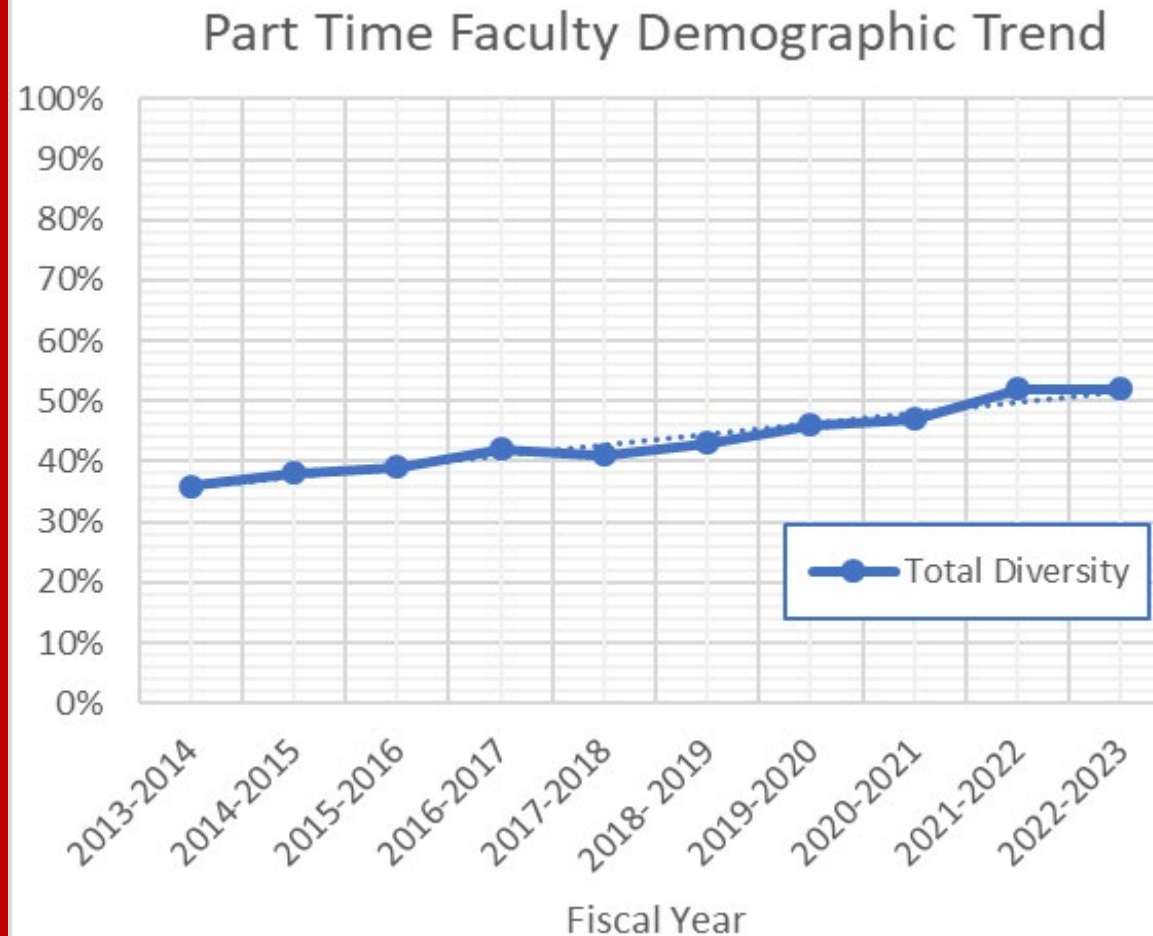
Longitudinal Trend Data

Part-Time Faculty Diversity

	2018/19	2019/20	2020/21	2021/22	2022/23
Black or African American	9.00%	8.00%	8.00%	9.00%	9.00%
Hispanic or Latino	16.00%	19.00%	20.00%	24.00%	25.00%
Asian/Native Hawaiian or Pacific Islander	17.00%	18.00%	18.00%	18.00%	17.00%
Native American or Alaska Native	1.00%	1.00%	1.00%	1.00%	1.00%
White	57.00%	54.00%	53.00%	48.00%	48.00%
Total Ethnic Diversity	43.00%	46.00%	47.00%	52.00%	52.00%
Number of Current PT Faculty	894	938	836	941	899

Longitudinal Trend Data

Part-Time Faculty Diversity



Diversity: Applicant Pool & Hire Data

Part-Time Faculty Data Over Time

	2018/19		2019/20		2020/21		2021/22		2022/23	
Ethnicity	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired	Applicant Pool	Hired
Black or African American	715	24	720	20	196	11	319	22	342	15
Hispanic or Latino	962	21	1052	59	429	25	562	54	1001	44
Asian/Native Hawaiian or Pacific Islander	793	35	866	37	270	17	319	35	578	15
Native American or Alaska Native	25	2	23	2	3	0	5	1	13	2
White	1828	82	2129	84	586	39	928	48	1034	45
Two or More	433	0	466	0	162	2	339	17	491	0
Unknown	475	0	398	0	129	0	236	0	260	0
Total Applicants	5231	164	5654	202	1775	94	2708	177	3719	121
Total	2928	82	3127	118	1060	55	1544	129	2425	76
Ethnic Diversity*	62%	50%	59%	58%	64%	59%	63%	73%	65%	63%
*Unknown are not included in these percentages.										